

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 3/23/2017 8:14:24 PM
To: Gray, Linda [gray.linda@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: RE: Workforce Assignment

Linda,

I'm working on the reassignment document and will send that before I leave today. I expect to deliver the RIF policy cross-check next week.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Gray, Linda
Sent: Thursday, March 23, 2017 3:42 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Workforce Assignment

I gave the attached documents to John and Donna.

Linda R. Gray
Director, Office of Human Resources
Office of Administration and Resources Management
Environmental Protection Agency
(202) 564-4606 phone
(202) 564-4613 fax

From: Hunt, Loretta
Sent: Wednesday, March 22, 2017 6:28 PM
To: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Workforce Assignment

Linda, per today's meeting.

1. VERA/VSIP checklist is attached. This addresses Donna's question about what must be identified (series, grades, locations, etc.) in the agency's business case.
2. Competitive area and level overviews attached.
3. I need clarification on Donna's request about directed reassignments. There isn't a directed reassignment policy per se. The decision to effect a reassignment is a matter of management discretion except that: 1)

reassignments to a position with greater promotion potential requires merit promotion procedures; and
2) there are BU implications.

4. Relocation is covered under travel and thus under OCFO's purview. An involuntary relocation is always regarded as "in the interest of the government" and payment of relocation expenses is required. The agency's relocation policy is attached.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Gray, Linda [gray.linda@epa.gov]
Sent: 3/23/2017 7:42:29 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: RE: Workforce Assignment

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Director, Office of Human Resources
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To: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
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Linda, per today's meeting:

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Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 4/5/2017 2:20:47 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]; Showman, John [Showman.John@epa.gov]
CC: Cooper, Marian [Cooper.Marian@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Bell, Matthew [Bell.Matthew@epa.gov]
Subject: RE: EMC Follow-up

That would be great - thanks

From: Hart, Debbi
Sent: Wednesday, April 05, 2017 10:13 AM
To: Showman, John <Showman.John@epa.gov>
Cc: Vizian, Donna <Vizian.Donna@epa.gov>; Cooper, Marian <Cooper.Marian@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Bell, Matthew <Bell.Matthew@epa.gov>
Subject: Re: EMC Follow-up

We have the V/V eligibility reports for each program and regional office.
We can also look through ALL the related info we have in our V/V toolkit to find relevant guidance for folks. We can pull items and share with you in advance. DH

Sent from my iPhone

On Apr 5, 2017, at 9:44 AM, Showman, John <Showman.John@epa.gov> wrote:

I think Debbi and Jason have been preparing the individual reports for programs and regions. If they are ready we should try and get the info out early next week.

Sent from my iPhone

On Apr 5, 2017, at 9:41 AM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

No date specific but folks are anxious

On Apr 5, 2017, at 9:33 AM, Cooper, Marian <Cooper.Marian@epa.gov> wrote:

As a result of the VERA/VSIP discussion at the EMC yesterday, Donna agreed to send the EMC members a template and data for each organization. I have attached what may have been the template we used in 2013.

Donna – did you commit to a date when they would receive this information?

Thanks,
Marian

Marian Pechmann Cooper
Chief of Staff
Office of Administration and Resources Management
William Jefferson Clinton Federal Building-NORTH (3330)
Washington, DC 20460

office number -- 202 564-0620

office fax -- 202 564-0233

<image003.png>

<EPA VERA-VSIP Template Rev.doc>

Message

From: Hart, Debbi [Hart.Debbi@epa.gov]
Sent: 4/5/2017 2:18:51 PM
To: Showman, John [Showman.John@epa.gov]
CC: Vizian, Donna [Vizian.Donna@epa.gov]; Cooper, Marian [Cooper.Marian@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Bell, Matthew [Bell.Matthew@epa.gov]
Subject: Re: EMC Follow-up

Sounds good.

Sent from my iPhone

On Apr 5, 2017, at 10:15 AM, Showman, John <Showman.John@epa.gov> wrote:

I would suggest OHR work on pulling together info and sample report(s) and we look to connect early next week when Donna is back to make sure we are good.

Sent from my iPhone

On Apr 5, 2017, at 10:13 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

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We can also look through ALL the related info we have in our V/V toolkit to find relevant guidance for folks. We can pull items and share with you in advance. DH

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Marian

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Chief of Staff
Office of Administration and Resources
Management
William Jefferson Clinton Federal Building-
NORTH (3330)
Washington, DC 20460
office number -- 202 564-0620
office fax -- 202 564-0233
<image003.png>

<EPA VERA-VSIP Template
Rev.doc>

Message

From: Showman, John [Showman.John@epa.gov]
Sent: 3/23/2017 6:34:26 PM
To: Noga, Vaughn [Noga.Vaughn@EPA.GOV]; Petrole, Maryann [Petrole.Maryann@epa.gov]; Carter, Rick [Carter.Rick@epa.gov]; Helm, Arron [Helm.Arron@epa.gov]; Polk, Denise [Polk.Denise@epa.gov]; Neal, Kerry [neal.kerry@epa.gov]; Patrick, Kimberly [Patrick.Kimberly@epa.gov]; Legare, Pamela [Legare.Pamela@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Hitchens, Lynnann [hitchens.lynnann@epa.gov]; Hardy, Michael [Hardy.Michael@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]
CC: Coogan, Daniel [Coogan.Daniel@epa.gov]
Subject: OARM Retirement VERA VSIP Eligibility
Attachments: OARM Retirement VERA VSIP Eligibility.xlsx

Attached is a detailed listing by OARM Organization of employees and their eligibility for retirement, VERA, and VSIP. **This is an OARM all report so this is for your eyes only.** The order of information is as follows:

IO; OROM, EAB, ALJ, OA, CINN, OHR, RTP, OAM, OGD

OARM

Occupational Series	Occupation Name	Total	Retirement Eligible	Early C
	0 Dep Dir. Of OHR and Dep Dir of OGD	2		
	18 Safety and Occupational Health Management	6		
	28 Environmental Protection Specialist	2		
	80 Security Administration	20		
	201 Human Resources Management	141		
	203 Human Resources Assistance	11		
	301 Miscellaneous Administration and Program	22		
	303 Miscellaneous Clerk and Assistant	2		
	306 Government Information Specialist	3		
	318 Secretary	5		
	326 Office Automation Clerical and Assistance	2		
	340 Program Management	11		
	341 Administrative Officer	3		
	342 Support Services Administration	11		
	343 Management and Program Analysis	123		
	344 Management and Program Clerical and Assistance	1		
	351 Printing Clerical	1		
	391 Telecommunications	3		
	510 Accounting	4		
	511 Auditing	6		
	690 Industrial Hygiene	1		
	801 General Engineering	6	Ex. 6 - Personal Privacy	<small>Ex. 6 - Personal Privacy</small>
	804 Fire Protection Engineering	2		
	808 Architecture	5		
	810 Civil Engineering	1		
	819 Environmental Engineering	1		
	830 Mechanical Engineering	9		
	850 Electrical Engineering	3		
	899 Engineering and Architecture Student Trainee	1		
	905 General Attorney	29		
	935 Administrative Law Judge	3		
	950 Paralegal Specialist	1		
	1001 General Arts and Information	1		
	1102 Contracting	167		
	1103 Industrial Property Management	1		
	1106 Procurement Clerical and Technician	1		
	1109 Grants Management	23		
	1170 Realty	1		
	1301 General Physical Science	2		
	1410 Librarian	1		
	1640 Facility Operations Services	8		
	1654 Printing Services	2		
	1712 Training Instruction	1		

Out Eligib

VSIP

Ex. 6 - Personal Privacy

1750 Instructional Systems	2	Ex. 6 - Personal Privacy		
1801 General Inspection, Investigation, and Compliance	3			
2010 Inventory Management	2			
2101 Transportation Specialist	1			
2210 Information Technology Management	40			
2299 Information Technology Student Trainee	1			
OARM	698	117	16.8%	167

Ex. 6 - Personal Privacy

23.9%	642	92.0%
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Sub Bur Desc	Org	Organization	Name	Pay Plan	Grade Or Level	Occupational Series	Step Or Rate	Position Title Op	Location	Date Not To Exceed Appointment	Retirement Eligible	VERA Eligible	VSIP
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	BELL, MATTHEW R.	GS	14	0343	02	SUPVY MANAGEMENT ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	COOPER, MARIAN PECHMANN	GS	15	0301	08	CHIEF OF STAFF	WASHINGTON,DC				
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	GANTT, MELISSA ANN	GS	11	0301	01	ADMINISTRATIVE SUPPORT SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	JOHNSON, KAREN M.	GS	12	0301	08	INFORMATION SERVICES SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	VIZIAN, DONNA J.	ES	00	0340	00	PRINC DEP ASST ADMIN FOR ADMINISTRATI	WASHINGTON,DC				
OFC ADMIN & RES MGMT	H0000000	ASST ADMR FOR ADMIN & RESOURCES MGMT	WHEELER, KIMBERLY L.	GS	13	0301	07	PROGRAM SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	OFC OF RESOURCES, OPERATIONS & MGMT	ACK, DAVID B.	GS	14	0343	03	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	OFC OF RESOURCES, OPERATIONS & MGMT	AMOROSI, JOANNE M.	GS	15	1001	10	COMMUNICATIONS SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	OFC OF RESOURCES, OPERATIONS & MGMT	HITCHENS, LYNNANN	GS	15	0343	08	MANAGEMENT & PROGRAM ANALYSIS OFCR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	OFC OF RESOURCES, OPERATIONS & MGMT	SHOWMAN, JOHN L. III	ES	00	0340	00	DIRECTOR, OFFICE OF POLICY AND RSRCES	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	BROWN, GERALDINE	GS	12	0343	09	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	CARRILLO, OSCAR	GS	14	0343	08	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	GANTNER, ANN-MARIE	GS	13	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	GREEN, EUGENE III	GS	14	0343	03	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	HARRIS, MONISHA JANA E	GS	15	0343	01	SUPVY PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	HINKLE, DEBORAH L.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	JOYCE, MARK	GS	15	0343	10	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	MCCLEARY, JAMES	GS	14	0905	07	ATTORNEY - ADVISOR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	MCCOY, STEPHANIE A.	GS	13	0343	04	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	MOREAU, MEGAN G.	GS	14	0343	06	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	ROUSEY, TONI T.	GS	14	0343	07	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	FEDERAL ADVISORY COMMITTEE MGMT DIV	BERREY, KATHERINE ROSE	GS	09	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	COOGAN, DANIEL B.	GS	15	0343	04	MANAGEMENT & PROGRAM ANALYSIS OFCR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	ELMORE, ROXANN	GS	12	0301	07	PROGRAM SPECIALIST/EXECUTIVE ASST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	HITCHCOCK, CHARLES W.	GS	09	0301	08	PROGRAM SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	HUGHES, ANGELA C.	GS	14	0343	06	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	LUFTIG-FERBER, JESSE RYAN	GS	09	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	ROBINSON, CHRISTINE RENEE	GS	11	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOA00000	RESOURCES, ANALYSIS AND PLANNING DIV	WALKER, NADENE S.	GS	13	0343	04	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	GANTT, ADRIENNE L.	GS	13	0301	08	ADMINISTRATIVE SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	JABLONSKI, JANICE S.	GS	15	0343	10	SUPVY MANAGEMENT ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	KOPIA, KATHERINE ANNE	GS	11	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	LEMLEY, LAUREN E.	GS	14	0343	05	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	SANDFOSS, KRISTINA MARIE	GS	11	0343	01	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	SETTLE, WILLIAM S. JR.	GS	15	0343	05	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	WISKERCHEN, NICHOLAS R.	GS	15	0343	04	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOAC0000	ADMINISTRATIVE OPER & STEWARDSHIP DIV	WOMACK, SAUNDRA R.	GS	15	0343	10	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOB00000	OFC OF THE CHIEF SUSTAINBLTY OFFICER	SIEGEL, BERNICE	GS	13	0028	06	ENVIRONMENTAL PROTECTION SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	AVILA, AARON P.	ES	00	0905	00	ENVIRONMENTAL APPEALS JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	BERRIOS, NIVEA R.	GS	15	0905	08	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	DUNCAN, ANNETTE	GS	11	0301	06	ADMINISTRATIVE SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	DUNN, CATHERINE	GS	15	0905	05	ATTORNEY - ADVISOR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	DURR, EURIKA	GS	14	0301	05	CLERK OF THE BOARD	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	FLEUCHAUS, JONATHAN JAY	GS	15	0905	10	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	GARDINIER KIMBALL, SUSAN	GS	15	0905	02	ATTORNEY - ADVISOR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	HECKLER, DAVID R.	GS	15	0905	10	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	LYNCH, MARY K.	ES	00	0905	00	ENVIRONMENTAL APPEALS JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	ROSEMAN ORR, AMMIE I.	GS	15	0905	09	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	STEIN, KATHIE ANN	ES	00	0905	00	ENVIRONMENTAL APPEALS JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	WARD, MARY E.	ES	00	0905	00	ENVIRONMENTAL APPEALS JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOC00000	ENVIRONMENTAL APPEALS BOARD	WENISCH, MICHELLE A.	GS	15	0905	10	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	ALMASE, JENNIFER W.	GS	13	0905	05	ATTORNEY-ADVISER	CHICAGO,ILLINOIS				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	ANGELES, MARY	GS	12	0950	04	PARALEGAL SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	BARNWELL, JAMES MATTHEW	GS	13	0905	01	ATTORNEY - ADVISOR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	BIRO, SUSAN L.	AL	02	0935	00	CHIEF ADMINISTRATIVE LAW JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	BUSCHMANN, MARGARET LISA	AL	03	0935	E	ADMINISTRATIVE LAW JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	COUGHLIN, CHRISTINE D	AL	03	0935	E	ADMINISTRATIVE LAW JUDGE	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	FRANKLIN, BRUCE M	GS	14	0341	04	ADMINISTRATIVE OFFICER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	KEEMER, MARY R.	GS	12	0301	05	INFORMATION MANAGEMENT SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	NISHIKAWA, KELLY M	GS	12	0905	01	ATTORNEY - ADVISOR	WASHINGTON,DC	11/14/17			
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	PRIEST, ANDREA RENEE	GS	13	0905	01	ATTORNEY - ADVISOR	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	WRIGHT, MICHAEL BRADEN	GS	14	0905	03	ATTORNEY-ADVISER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HOD00000	OFC OF ADMINISTRATIVE LAW JUDGES	YAEGER, RYAN DANIEL	GS	13	0905	01	ATTORNEY - ADVISOR	WASHINGTON,DC	02/18/18			
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	AMON, DANIEL D	SL	00	0301	00	SENIOR ADVISOR (ENERGY)	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	BLANKENSHIP, STEVEN	GS	15	0343	09	MANAGEMENT & PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	GILLIKIN, PAMELA L	GS	15	0343	05	SENIOR PROGRAM ANALYST	DURHAM,NORTH CAROLINA				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	JACKSON, RAPHAEL D.	GS	13	0343	03	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	NOGA, VAUGHN W.	ES	00	0340	00	DIRECTOR, OFC OF ADMINISTRATION	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	PETROLE, MARYANN B.	ES	00	0340	00	DEPUTY DIRECTOR FOR ADMINISTRATION	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA000000	OFFICE OF ADMINISTRATION	SAEED, AYESHA	GS	13	0830	03	MECHANICAL ENGINEER	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA0A0000	RESOURCE MANAGEMENT STAFF	ARMSTRONG, MARILYN R.	GS	14	0343	08	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA0A0000	RESOURCE MANAGEMENT STAFF	BOWLING, DANITA M.	GS	13	0343	06	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA0A0000	RESOURCE MANAGEMENT STAFF	BOYLE, NORMAN L.	GS	15	0343	09	PROGRAM ANALYST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA0A0000	RESOURCE MANAGEMENT STAFF	BROWN, JACKIE	GS	13	2210	10	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC				
OFC ADMIN & RES MGMT	HA0A0000	RESOURCE MANAGEMENT STAFF	COLLARD, ERIN L.	GS	15	0343	06	SUPVY PROGRAM ANALYST	WASHINGTON,DC				

Ex. 6 - Personal Privacy

OFC ADMIN & RES MGMT	HAA00000	RESOURCE MANAGEMENT STAFF	CUNNINGHAM, JAMES L	GS	13	2210	08	IT SPECIALIST (NETWORK)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	RESOURCE MANAGEMENT STAFF	HAMER, SHARON L	GS	15	2210	09	IT PROJECT MANAGER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	RESOURCE MANAGEMENT STAFF	HAWKINS, ANTHONY	GS	13	2210	04	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	RESOURCE MANAGEMENT STAFF	JONES, LYNNETT C.	GS	13	0343	02	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	FACILITIES MANAGEMENT & SERVICES DIV	BAKER, PHILIP EDWIN	GS	09	0301	01	ADMINISTRATIVE SUPPORT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	FACILITIES MANAGEMENT & SERVICES DIV	DE LA CRUZ-MATTHEWS, ALEXANDRIA D.	GS	13	0343	03	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	FACILITIES MANAGEMENT & SERVICES DIV	JEFFERSON, GAYLE LYNN	GS	15	1640	08	SUPVY FACILITY OPERATIONS SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	BRANDON, SHANTELL C.	GS	13	0342	01	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	HARRIS, PHYLLIS A.	GS	13	0342	09	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	MURRAY, CHERYL DENISE	GS	13	0342	05	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	MYERS, KEVIN LEON	GS	13	0080	03	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	OWENS, TERRI A.	GS	13	0342	07	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	RAY, BERNADINE DAVIS	GS	12	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	SMITH, HELEN T.	GS	13	0342	10	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	STEWART, JAMES L.	GS	13	0080	03	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	STEWART, NEIL A.	GS	15	1640	05	SUPVY FACILITY OPERATIONS SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	SWANN, SHUAN MARIE	GS	13	0018	03	SAFETY & OCC. HEALTH SPEC.	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	TURNER, PRESTON E JR.	GS	13	0080	07	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS OPERATIONS BRANCH	WILSON, SEVERA A.	GS	14	0342	10	LEAD SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAA00000	HEADQUARTERS SERVICE BRANCH	BELLEROSE, WILLIAM PAUL	GS	13	0080	06	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	CHESELY, JAMES D.	GS	12	0342	10	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	EME, SUNDAY O.	GS	14	0343	07	MANAGEMENT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	HOOD, ANTHONY J.	GS	14	0342	08	SUPVY SUPPORT SERVICES SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	HORSTMANN, MONIQUE D.	GS	12	1654	03	PRINTING SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	HYMAN, MARC D.	GS	05	0351	10	PRINTING CLERK	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	JOHNSON, DEXTER T.	GS	13	0343	06	MANAGEMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	MORINA, LENE A.	GS	15	0342	06	SUPVY SUPPORT SERVICES SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	PERRY, MICHAEL A.	GS	14	0342	10	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	RANDALL, BRENDA RENEE	GS	13	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAAC0000	HEADQUARTERS SERVICE BRANCH	SNIPES, REBECCA-GORE	GS	14	0343	06	MANAGEMENT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAB00000	SECURITY MANAGEMENT DIV	GLAZIER, KELLY	GS	15	0080	08	SUPERVISORY SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAB00000	SECURITY MANAGEMENT DIV	ROSS, JONATHAN	GS	15	0343	07	PROGRAM ANALYST (PLANNING)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAB00000	SECURITY MANAGEMENT DIV	WARE, BEVERLY A	GS	13	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	CAMPBELL, JEFFREY S.	GS	13	0080	06	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	COUCH, CHARLES J	GS	13	0080	09	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	DEFREITAS, DWAYNE C	GS	13	2210	02	IT PROGRAM MANAGER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	DIXON, DIANE A.	GS	15	0080	08	SUPERVISORY SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	HOUSTON, TIYE P.	GS	13	0080	05	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	MARTYN, NNAMDI A	GS	13	0080	06	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	ROBINSON, STACEY L.	GS	13	0343	07	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	SANTIAGO, MARILSA	GS	13	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABA0000	PHYSICAL SECURITY & PREPAREDNESS BR	TERRY, EDWARD D.	GS	13	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	BATTISTE, JEAN-PIERRE	GS	11	0080	10	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	CHOPP, JUSTINE M.	GS	12	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	GILLIAM, CARENTHO BERNETT	GS	09	0080	03	PERSONNEL SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	HESTER, TAMMY	GS	13	0080	05	PERSONNEL SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	JOHNSON, TINA M.	GS	14	0080	05	PERSONNEL SECURITY SPEC (TEAM LEADER)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	LANCASTER, WALTER T.	GS	13	0080	06	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	LASHER, DIANE K.	GS	14	0080	08	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	NEILL, CHARLES L.	GS	13	0343	04	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	RABOLD, ZEINAB A.	GS	13	0080	04	SECURITY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HABB0000	PERSONNEL SECURITY BRANCH	RIVERA, CARLOS RUBEN	GS	15	0080	09	SUPVY SECURITY SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAC00000	SAFETY & SUSTAINABILITY DIVISION	DANIELS, ALVA E.	GS	15	0343	09	SUPVY PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAC00000	SAFETY & SUSTAINABILITY DIVISION	GIBSON, DAVID R.	GS	15	0343	10	SUPVY PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAC00000	SAFETY & SUSTAINABILITY DIVISION	LEE, RAYMOND N.	GS	15	2210	09	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAC00000	SAFETY & SUSTAINABILITY DIVISION	ROCQUE, EULVID RONALD	GS	13	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAC00000	SAFETY & SUSTAINABILITY DIVISION	STERLING, SHERELL A.	GS	15	0343	10	MANAGEMENT AND PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	HECKLER, KEITH A.	GS	12	0804	06	FIRE PREVENTION ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	JACKSON, JAMAR THOMAS	GS	13	0018	05	SAFETY & OCC. HEALTH SPEC.	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	LEMOND, JANET MARIE	GS	15	0018	03	SAFETY & HEALTH ENVIRONMENTAL MANAGER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	MCCUTCHEON, PAMELA A.	GS	14	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	MCDONALD, JOSHUA T.	GS	13	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	MOWERY, ROSS S.	GS	14	0804	07	FIRE PROTECTION ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	SPROUSE, AARON	GS	12	0028	04	ENVIRONMENTAL PROTECTION SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	STINGER, PETER K.	GS	14	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	VILLANUEVA RODRIGUEZ, ABDIEL	GS	12	0830	02	MECHANICAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACA0000	ENVIRON, SAFETY & HEALTH PROGS BRANCH	WYNN, DAVID	GS	14	0690	03	INDUSTRIAL HYGIENIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	BARNES, JONATHAN	GS	07	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	HERNANDEZ, RAFAEL	GS	11	0819	01	ENVIRONMENTAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	LE ROY, WILLIAM B	GS	11	0808	01	ARCHITECT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	METOYER, BRYFORD G.	GS	13	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	NUNEZ MATOS, ANGELA FRANCESCA	GS	12	0808	01	ARCHITECT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	SAMPSON, RICKIE	GS	13	2101	03	TRANSPORTATION SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HACB0000	SUSTAINABLE&TRANSPORTATION SOLUTNS BR	WILSON, CONAN B.	GS	15	0801	03	SUPVY GENERAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	BERLOW, CATHY L.	GS	14	0808	10	ARCHITECT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	BUSHTA, JASON C.	GS	14	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	DADY, JOHN H.	GS	15	0343	07	LEAD MGT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	DANIELS, RAYNALDO L. JR.	GS	14	1170	08	REALTY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	HARRISON, NAPTINA M.	GS	13	0342	04	SUPPORT SERVICES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	JACKSON, YVETTE M.	GS	15	0343	09	SUPERVISORY MGMT & PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	JAMES, STEPHANIE B.	GS	14	0830	10	MECHANICAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	RIDDLE, BRUCE A.	GS	15	0391	10	TELECOMMUNICATIONS SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	RIDGE, WILLIAM H.	GS	15	0808	10	ARCHITECT	WASHINGTON,DC

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OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	SHELBY, DAVID L.	GS	13	1103	04	LEAD INDUSTRIAL PROPERTY MGMT SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	SOMERSALL, NAJA T	GS	12	0850	06	ELECTRICAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	SWANHORST, LANCE E.	GS	14	0810	10	CIVIL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	TENNER, ANGELA M.	GS	13	0343	07	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HAD00000	REAL PROPERTY SERVICES STAFF	YO, ELIZABETH ANNE BUCKMAN	GS	13	0808	04	ARCHITECT	WASHINGTON,DC
OFC ADMIN & RES MGMT	H8000000	OFC OF MGMT & ADMINISTRATION-CINC	CARTER, RICKEY L.	ES	00	0340	00	DIR/ADMIN & RES MGMT - CN	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8000000	OFC OF MGMT & ADMINISTRATION-CINC	HUBIG, ROXANNE H	GS	09	0318	04	SECRETARY (OA)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8000000	OFC OF MGMT & ADMINISTRATION-CINC	KIRCHMER, CYNTHIA K.	GS	14	0343	06	MANAGEMENT & PROG ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8000000	OFC OF MGMT & ADMINISTRATION-CINC	MODAFARI, NICOLE	GS	13	0343	02	MANAGEMENT & PROG ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8000000	OFC OF MGMT & ADMINISTRATION-CINC	SCOLA, JENNIFER C.	GS	15	0343	09	PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H80A0000	SAFETY, HEALTH & SECURITY STAFF	HOLLAND, CYNTHIA D.	GS	13	0018	07	SAFETY & OCC. HEALTH SPEC.	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H80A0000	SAFETY, HEALTH & SECURITY STAFF	OTT, FRANZ B II	GS	13	0080	03	SECURITY SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H80A0000	SAFETY, HEALTH & SECURITY STAFF	SMITH, JOSEPH R.	GS	14	0018	10	SAFETY AND OCC HEALTH MANAGER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8A00000	HUMAN RESOURCES MANAGEMENT DIV	BONNER, JEROME	GS	15	0201	09	HUMAN RESOURCES OFFICER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8A00000	HUMAN RESOURCES MANAGEMENT DIV	HOLT, KENDAL LEE JR.	GS	14	0201	01	HUMAN RESOURCES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8A00000	HUMAN RESOURCES MANAGEMENT DIV	MICK, DAVID E.	GS	15	0201	05	SUPVY HUMAN RESOURCES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8A00000	HUMAN RESOURCES MANAGEMENT DIV	PORTER, NANCY L.	GS	13	0343	05	PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	BULLOCK-SMITH, MICHELLE	GS	12	0201	05	HUMAN RESOURCES SPEC (RECRUITMENT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	CORTEZ, ABDULLAH	GS	12	0201	01	HR SPECIALIST (CLASS/RECRUITMENT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	DENMARK, CHRISTINA A.	GS	14	0201	10	HR SPECIALIST (CLASS/RECRUIT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	GIBSON, LISA	GS	08	0203	09	HUMAN RESOURCES ASSISTANT	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	JOHNSTON, ANGELA D.	GS	14	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	MITCHELL, BILLIE N	GS	11	0201	01	HUMAN RESOURCES SPECIALIST (RECRUITME	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	PARKER, KRISHEENA R.	GS	13	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	PRITCHARD, SONYA MAI	GS	07	0201	07	HR SPECIALIST (STAFF & CLASS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	SYKES, TIFFANY CAPRI	GS	13	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AA0000	HEADQUARTERS OPERATIONS BRANCH	YOUNG, DEBBIE L.	GS	15	0201	01	SUPVY HUMAN RESOURCES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	AUGUSTINE, TWANITA	GS	11	0201	01	HR SPECIALIST (STAFF & CLASS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	FOX, DIANE J.	GS	14	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	HUGGINS, GWENDOLYN D	GS	12	0201	04	HUMAN RESOURCES SPEC (RECRUITMENT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	JONES, RONALD RAY JR.	GS	12	0201	06	HUMAN RESOURCES SPEC (RECRUITMENT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	JONES, SARA A	GS	14	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	MOORE, CHAUNTEL RENEE	GS	12	0201	01	HR SPECIALIST (CLASS/RECRUIT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	MORWESSEL, BARBARA A.	GS	13	0201	01	HUMAN RESOURCES SPEC (CLASSIFICATION)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	RICHMOND, GREGORY A.	GS	14	0201	01	LEAD HUMAN RESOURCES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	SHANNON, JENNIFER A	GS	15	0201	01	SUPVY HUMAN RESOURCES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	TAYLOR, LISA RENA	GS	08	0203	01	HUMAN RESOURCES ASSISTANT	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AB0000	REGIONAL OPERATIONS BRANCH	TYLER, YVONNE MARIE	GS	09	0201	01	HR SPECIALIST (STAFF & CLASS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	GATES, LEONARD T JR.	GS	14	0201	03	HR SPC (EMPLOYEE & LABOR RELATIONS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	HANNA, SHARON KELLINE	GS	12	0201	04	HUMAN RESOURCES SPEC (EMP BENEFITS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	HAWORTH, JERRY LEE	GS	12	0201	05	HUMAN RESOURCES SPEC (EMP BENEFITS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	HIGHTOWER, DAISHA	GS	07	0201	01	HUMAN RESOURCES SPEC (EMP BENEFITS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	MAIROSE, SUSAN M	GS	15	0201	01	SUPV HR SPECIALIST (EMPL BENEFITS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8AC0000	EMPLOYEE BENEFITS BRANCH	THOMAS, CHERYL A.	GS	14	0201	01	HUMAN RESOURCES SPEC (EMP BENEFITS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8B00000	HUMAN RESOURCES MANAGEMENT DIV - LV	CASTANEDA, JOHN C JR.	GS	14	0201	01	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8B00000	HUMAN RESOURCES MANAGEMENT DIV - LV	ENGBRETSON, LIZABETH J.	GS	15	0201	05	HUMAN RESOURCES OFFICER	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8B00000	HUMAN RESOURCES MANAGEMENT DIV - LV	FEUDI, JENNIFER J.	GS	08	0318	06	SECRETARY (OA)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	BURNS, DENNIS H	GS	12	0201	05	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	GUMMER, TAMARA T.	GS	14	0201	01	HR SPECIALIST (CLASS/RECRUIT)(LDR)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	KING, SHERRY MARIA	GS	07	0203	05	HUMAN RESOURCES ASSISTANT	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	LAFAYETTE, DEBORAH D	GS	12	0201	05	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	NEWLAND, ELSA QUITO	GS	13	0201	06	HR SPECIALIST (CLASS/RECRUIT)(LDR)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	SANTIAGO, JENNIFER RENEE	GS	12	0201	04	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BA0000	OPERATIONS BRANCH A	TAYLOR-SMITH, CHONETTE RENE	GS	15	0201	01	SUPVY HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	ALAPATI, JOAN S	GS	14	0201	02	HR SPECIALIST (CLASS/RECRUIT)(LDR)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	BLACK, DENICA DEWANN	GS	12	0201	03	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	COLLIER, DARREL WAYNE	GS	15	0201	03	SUPVY HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	ERWIN, FRANK K	GS	12	0201	05	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	KRUGER, LYNETTE E	GS	07	0201	01	HR SPECIALIST (CLASS/RECRUITMENT)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	LUCERO, ANTHONY LOUIS	GS	14	0201	08	HR SPECIALIST (CLASS/RECRUIT)(LDR)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	O'CONNELL, SUZANNE M.	GS	12	0201	10	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	RODRIGUEZ, MELISSA A.	GS	13	0201	03	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BB0000	OPERATIONS BRANCH B	TANADA, MANUEL H.	GS	12	0201	02	HUMAN RESOURCES SPECIALIST	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BC0000	EMPLOYEE SERVICES BRANCH	JIMENEZ, ELAINE	GS	14	0201	02	SUPV HR SPECIALIST (EMPL BENEFITS)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BC0000	EMPLOYEE SERVICES BRANCH	PONICH, CRYSTAL M	GS	12	0201	04	HUMAN RESOURCES SPEC (EMP BENEFITS)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8BC0000	EMPLOYEE SERVICES BRANCH	TATE, ANZEL C	GS	07	0203	04	HUMAN RESOURCES ASST (EMP BENEFITS)	LAS VEGAS,NEVADA
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	ABERCROMBIE, ALMETHYST LYVETTE	GS	13	0343	05	MANAGEMENT ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	BLACK, CHERYL R.	GS	13	0343	09	PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	BREDEMEIER, ALBERT M. JR.	GS	13	0391	07	TELECOMMUNICATIONS SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	CARO, VIQUE	GS	15	0343	04	SUPVY PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	CREAMER, MICHAEL K.	GS	14	2210	07	INFORMATION TECHNOLOGY SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	HOWARD, VANESSA R.	GS	12	2210	09	IT SPECIALIST (CUSTSPT)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	JACKSON, DARRYL L.	GS	14	0343	07	SUPVY PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	KING, VINCENT E	GS	12	0391	05	TELECOMMUNICATIONS SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	KINGERY, JAMES	GS	11	2210	04	IT SPECIALIST (SYSADMIN)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	LEWIS, HELENLAMOR	GS	12	2210	05	INFORMATION TECHNOLOGY SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	NEDDERMAN, JORDAN THOMAS	GS	09	2210	01	IT SPECIALIST (SYSADMIN)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	PRITCHARD, BRANDON WADE	GS	12	2210	01	IT SPEC (NETWORK)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	TURNER, JEAN A.	GS	13	0343	10	PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8C00000	INFORMATION RESOURCES MGMT DIV	WRIGHT, HEATHER A.	GS	13	1410	09	LIBRARIAN	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8D00000	FACILITIES MGMT & SERVICES DIV	BELL, SHIRLEY A.	GS	09	0318	06	SECRETARY (OA)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	H8D00000	FACILITIES MGMT & SERVICES DIV	BRENNAN, DAWN R.	GS	12	0343	10	MANAGEMENT ANALYST	CINCINNATI,OHIO

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OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	BROTHERS, TERRY WILLIAM	GS	15	0801	04	SUPVY GENERAL ENGINEER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	CAIN, CATHERINE M.	GS	12	0343	10	MANAGEMENT & PROG ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	FRANKE, JAMES A.	GS	12	0801	05	GENERAL ENGINEER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	HAMPTON, RHONDA LYNN	GS	13	0830	10	MECHANICAL ENGINEER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	HODKINSON, DEREK A.	GS	12	0801	05	GENERAL ENGINEER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	HUTCHERSON, CHRISTOPHER	GS	14	0343	09	PROGRAM ANALYST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	KAPPA, JOHN D.	GS	13	1301	10	ENVIRONMENTAL SCIENTIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	LONGMIRE, ARNETTA N	GS	12	2010	06	INVENTORY MANAGEMENT SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	LOUIS, PATRICIA R.	GS	13	1654	09	PRINTING SERVICES SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HBD00000	FACILITIES MGMT & SERVICES DIV	TORO-LITTS, EVELYN	GS	13	0801	10	GENERAL ENGINEER	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	BEARD, DEBORAH W.	GS	15	0301	10	EXECUTIVE ASSISTANT	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	BURBACH, JOSEPH	GS	15	0201	08	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	CARPENTER, WESLEY J.	ES	00	0000	00	DEPUTY DIRECTOR, OFC OF HUMAN RESOURC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	FOSTER, SIMONA J	GS	11	0301	10	STAFF ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	GRAY, LINDA R.	ES	00	0340	00	DIRECTOR, OFFICE OF HUMAN RESOURCES	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	JACKSON, TERENCE J.	GS	14	0343	02	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	MARTINEZ, GWENDOLYN R.	GS	15	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC000000	OFC OF HUMAN RESOURCES	SCHREEFER, KENNETH W.	GS	15	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC0A0000	PROGRAM MANAGEMENT STAFF	CONWAY, RAMONA	GS	13	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC0A0000	PROGRAM MANAGEMENT STAFF	HEMBREY, CHERI M.	GS	15	0343	08	SUPVY PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC0A0000	PROGRAM MANAGEMENT STAFF	PROUT, DERICO	GS	13	0343	01	MANAGEMENT AND PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HC0A0000	PROGRAM MANAGEMENT STAFF	SMITH-STARCKEY, TRACYE A.	GS	14	0343	07	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	BOSSARD, JUSTIN G	GS	09	0201	01	HUMAN RESOURCES SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	COOMBER, ROBERT D.	GS	15	0905	01	ATTORNEY-ADVISER (GENERAL)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	CORBETT, KRISTI J.	GS	15	0201	01	SUPV HR SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	FERRELL, RANDOLPH EUGENE	GS	14	0201	01	HUMAN RESOURCES SPECIALIST (LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	HOLLINS, RITA M	GS	14	0201	05	HUMAN RESOURCES SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	JOHNSON, LINDSEY E	GS	09	0201	01	HUMAN RESOURCES SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	JOHNSON, STACY D.	GS	14	0201	03	HUMAN RESOURCES SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	PATEL, ASTER A.	GS	14	0201	03	HR SPC (EMPLOYEE & LABOR RELATIONS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	PATTERSON, NICOLE MARIE	GS	14	0905	02	ATTORNEY-ADVISER (LABOR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	REID, CARENE D	GS	14	0201	05	HUMAN RESOURCES SPECIALIST (ER/LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCA00000	LABOR & EMPLOYEE RELATIONS DIVISION	STEWART, JANNETTE	GS	08	0203	10	HUMAN RESOURCES ASSISTANT (E & LR)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY, PLANNING & TRAINING DIVISION	FIELDS, DEBORAH E.	GS	04	0326	07	OFFICE AUTOMATION CLERK	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY, PLANNING & TRAINING DIVISION	HART, DEBRA D.	GS	15	0201	07	SUPVY HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY, PLANNING & TRAINING DIVISION	KUHNS, JASON R	GS	13	0343	01	MANAGEMENT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	BOXTON, TROY	GS	13	0343	03	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	LANGLIE, JAMIE L.	GS	14	0343	10	MANAGEMENT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	MCCLENDON, MICHELLE Y.	GS	14	0343	07	MANAGEMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	PARKER, GARY WAYNE JR	GS	15	0201	04	SUPVY HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	STANTON, RACHEL	GS	09	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	WORKFORCE PLANNING BRANCH	WILLIG, JEANINE	GS	09	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	BOGUS, ALAN C.	GS	14	0343	10	MANAGEMENT & PROG ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	CHASE, TWANA N	GS	14	0201	02	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	HAMPTON, TORREY M	GS	13	0201	02	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	HENDERSON, KENNETH B.	GS	14	0201	09	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	HUNT, LORETTA L.	GS	15	0201	02	SUPVY HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	JONES, GLADYS C.	GS	13	0201	08	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	KURTZ, KENNETH B.	GS	13	0201	10	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	MCNEAL, DETHA LOREN MARIE	GS	14	0201	05	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	RYANS, ALCANIA D.	GS	13	0201	05	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	POLICY & ACCOUNTABILITY BRANCH	SCHULMAN, MARVIN K.	GS	15	0201	08	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	DEAN, STEVEN B.	GS	15	0201	02	SUPVY HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	HAMLETT, KAREN COLLEEN	GS	13	1750	01	INSTRUCTIONAL SYSTEMS SPC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	KENNEDY, DIANA	GS	11	0201	07	HUMAN RESOURCES SPEC (HR DEVELPMNT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	MCCORMICK, JUANITA M.	GS	13	0201	10	HUMAN RESOURCES SPEC (HR DEVELPMNT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	MERCADO, EDNA D.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	MILAM, CLAIRE J.	GS	14	0343	08	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	RIDINGS, SHARON L.	GS	15	0343	07	PROGRAM ANALYST (LEADER)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	SMITH, KENT S.	GS	14	0343	08	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	WALKER, KENYON D	GS	13	1750	03	INSTRUCTIONAL SYSTEMS SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCB00000	TRAINING BRANCH	WOOD, STEPHANIE R.	GS	13	0201	10	HUMAN RESOURCES SPEC (HR DEVELPMNT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCC00000	DIVERSITY, RECRUITMENT & EMPL SRVCS DIV	CUNNINGHAM, BISA	GS	15	0201	05	SUPVY HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCC00000	DIVERSITY, RECRUITMENT & EMPL SRVCS DIV	JACKSON, TOWANNA D.	GS	13	0201	10	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCC00000	DIVERSITY, RECRUITMENT & EMPL SRVCS DIV	LEW, WILLIAM	GS	06	0303	09	GENERAL CLERK (DMT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCC00000	DIVERSITY, RECRUITMENT & EMPL SRVCS DIV	THOMPSON, KIM Y.	GS	13	0201	08	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	ALLEN, TANIA	GS	15	0343	04	SUPVY PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	AREL, KRISTEN D.	GS	12	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	BRANT, JOANN	GS	13	0343	06	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	BROWN, WENDY CHRISTINA	GS	14	0343	02	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	FACEY, LESTER C.	GS	14	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	NAPOLI, ANTHONY S.	GS	13	0343	06	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	NIEVES, MICHAEL	GS	14	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCA0000	DIVERSITY AND RECRUITMENT BRANCH	TERRELL, PIYACHAT	GS	14	0343	08	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCB0000	EMPLOYEE SERVICES BRANCH	BROWN, ROHN E.	GS	15	0201	06	SUPERVISORY HR SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCB0000	EMPLOYEE SERVICES BRANCH	HINES, CHRISTINA MICHELE	GS	13	0343	04	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCB0000	EMPLOYEE SERVICES BRANCH	VINEY, BARBARA J	GS	14	0301	10	CONFLICT MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCCB0000	EMPLOYEE SERVICES BRANCH	WHITE, WAYNE D.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	BARBER, WAYNE L.	GS	13	2210	06	IT SPECIALIST (DATAMGT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	BECCLES, RONNI DARLENE	GS	14	0201	03	HUMAN RESOURCES SPEC (INFO SYSTEMS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	FREEMAN, PATRICIA A.	GS	13	0201	08	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	GONZALES, EDUARDO J.	GS	13	0301	06	INFORMATION MANAGEMENT SPECIALIST	WASHINGTON,DC

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OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	HILLIARD, SHARON T.	GS	14	0201	07	HR SPECIALIST (INFO SYSTEMS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	KIRKLAND, WILLIAM A.	GS	13	2210	10	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	LOVE, STEPHANIE A.	GS	14	0301	09	INFORMATION MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	LUCAS, PATRINA C.	GS	07	0344	07	MANAGEMENT AND PROGRAM ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	MOORE, MORRIS III	GS	15	2210	06	SUPVY IT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	ROSARIO-MARTINEZ, DORIS MARIE	GS	14	2210	09	LEAD INFORMATION TECH SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	SHEPHERD, JACKIE N.	GS	14	0201	10	HR SPECIALIST (INFO SYSTEMS)	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	WILLIAMS, NICOLE C.	GS	13	0301	08	INFORMATION MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCD00000	INFORMATION TECHNOLOGY DIV	WOODARD, CYNTHIA M.	GS	13	0201	06	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	BARNETT, HOWARD JR.	GS	14	0201	10	LEAD HUMAN RESOURCES SPEC	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	FEASTER, AURELIA D.	GS	13	0201	07	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	GRIFFIN, MALISSA T.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	HACKLEY, JESSICA A.	GS	13	0201	10	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	MATLUK, LISA J.	GS	13	0343	08	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	MOORE, PATRICIA ANN	GS	13	0201	09	HUMAN RESOURCES SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	PEABODY, BENJAMIN H	GS	15	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HCF00000	EXECUTIVE RESOURCES DIV	THORNTON, JANE E.	GS	08	0203	10	HUMAN RESOURCES ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HD000000	OFC OF MGMT & ADMINISTRATION-RTP	CARMICHAEL, BRANDEE L.	GS	09	0341	02	ADMINISTRATIVE OFFICER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HD000000	OFC OF MGMT & ADMINISTRATION-RTP	COLLINS, BENJAMIN J	GS	15	0340	03	PROGRAM MANAGER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HD000000	OFC OF MGMT & ADMINISTRATION-RTP	HELM, ARRON E.	ES	00	0340	00	DIRECTOR, OFC OF ADMIN & RESOURCES MG	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES MANAGEMENT & SUPPORT DIV	LITTLE, ALBERT III	GS	13	0301	06	PROGRAM SERVICES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	BALAGTAS, DEXTER A.	GS	12	0850	07	ELECTRICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	DAVIS, ROBBIE C.	GS	12	0830	04	MECHANICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	DELOATCH, ELIZABETH F	GS	12	0850	06	ELECTRICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	EADES, WILLIAM GREGORY	GS	14	0830	05	SUPVY MECHANICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	GARDNER, PHILIP JASON	GS	13	1640	06	FACILITY OPERATIONS SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	HANKS, MATTHEW O	GS	05	0899	01	STUDENT TRAINEE (ENGINEERING)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	LLUBERAS, LUIS R.	GS	14	0801	09	GENERAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	MCCLELLAN, TIMOTHY S.	GS	14	1640	10	FACILITY OPERATIONS SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	PAIT, MATTHEW J.	GS	12	0830	02	MECHANICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDA00000	FACILITIES OPERATIONS BRANCH	WALIGORA, MARY C.	GS	12	0830	01	MECHANICAL ENGINEER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	BUCK, BRANDON J.	GS	07	1640	01	FACILITY OPERATIONS SPEC	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	CAMPBELL, MARCUS L.	GS	12	1640	01	FACILITY OPERATIONS SPEC	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	CUILLA, MICHELLE J.	GS	12	0301	04	EXTRAMURAL MANAGEMENT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	DARDEN, KURTIS J. SR.	GS	12	1640	02	FACILITY OPERATIONS SPEC	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	HARTMAN, KAITLIN R.	GS	13	1301	01	PHYSICAL SCIENTIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	LAFFERTY, CHRISTOPHER S.	CC	00	0018	00	SAFETY & OCC HLTH SPEC	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	MORROW, MARCUS D.	GS	12	0080	01	SECURITY SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	SANDERS, EDWARD B.	GS	13	2010	10	INVENTORY MANAGEMENT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDAB0000	FACILITIES SERVICES BRANCH	WILSON, LYNN B.	GS	09	1640	01	FACILITY OPERATIONS SPEC	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDB00000	INFORMATION RESOURCES MANAGEMENT DIV	EZELL, MYRA A.	GS	15	2210	06	SUPVY IT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDB00000	INFORMATION RESOURCES MANAGEMENT DIV	HARRIS, CHANYA R.	GS	15	0340	08	PROGRAM MANAGER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBA0000	SUPPORT SERVICES BRANCH	ALGOOD, KATHRYN M	GS	13	2210	07	IT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBA0000	SUPPORT SERVICES BRANCH	LANKFORD, TRACY L.	GS	13	2210	08	IT SPECIALIST (APPSW)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBA0000	SUPPORT SERVICES BRANCH	RIEGO, DUSTIN B	GS	13	2210	05	IT SPECIALIST (APPSW)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBB0000	INFRASTRUCTURE OPERATIONS BRANCH	GODWIN, AUDREY C.	GS	09	2299	01	STUDENT TRAINEE (INFO TECHNOLOGY)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBB0000	INFRASTRUCTURE OPERATIONS BRANCH	HAIRSTON, PATRICK E.	GS	13	2210	05	IT SPECIALIST (INFOSEC)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBB0000	INFRASTRUCTURE OPERATIONS BRANCH	JOLLEY, CHARLES R. JR.	GS	13	2210	04	IT SPECIALIST (INFOSEC)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBB0000	INFRASTRUCTURE OPERATIONS BRANCH	NEELY, CARTER S.	GS	09	2210	01	IT SPECIALIST (NETWORK)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDBB0000	INFRASTRUCTURE OPERATIONS BRANCH	WIPPICH, ROBERT C.	GS	13	2210	10	IT SPECIALIST (SYSADMIN)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDC00000	HUMAN RESOURCES MGMT DIV - RTP	ATKINSON, RYAN A	GS	15	0201	01	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDC00000	HUMAN RESOURCES MGMT DIV - RTP	CURTIS, SUSAN S.	GS	13	0201	07	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDC00000	HUMAN RESOURCES MGMT DIV - RTP	SINANI, CARLY T.	GS	09	0201	01	HR SPECIALIST (ANALYSIS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDC00000	HUMAN RESOURCES MGMT DIV - RTP	TAYLOR, JEREMY A	GS	15	0201	04	HUMAN RESOURCES OFFICER	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	DANGLER, BARBARA E.	GS	11	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	ELLSWORTH, JOHN P.	GS	12	0201	08	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	HALSEY, DENAE T.	GS	05	0203	01	HUMAN RESOURCES ASSISTANT	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	HOLLAND, JASON D	GS	12	0201	05	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	MARKS, LATERA M	GS	12	0201	04	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	MILLER, ANDRE N.	GS	07	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	OVERBEY, DEIRDRE	GS	12	0201	07	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	PHILLIPS, CHARLES A	GS	12	0201	04	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	SAWYER, RENA E.	GS	14	0201	07	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	SCRIBBEN, ALISON N.	GS	07	0201	03	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	THOMAS, DEBORAH A	GS	12	0201	05	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCAA000	SSC OPERATIONS SECTION 1A	THURINGER, COURTNEY N.	GS	07	0201	01	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	ASHLEY, CHERYL N	GS	13	0201	01	LEAD HR SPEC (RECRUITMENT & PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	BANKS, ASHLEY L.	GS	07	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	CRUM, KIM A	GS	12	0201	10	HUMAN RESOURCES SPEC (CLASSIFICATION)	NEW BERN,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	CUMMINS, MARY E	GS	12	0201	03	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	DOWNS, ANGELA MARIE	GS	12	0201	06	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	HISLE, KEITH E.	GS	11	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	HUGHART, CYNTHIA R.	GS	12	0201	04	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	MARTINSON, ALICE W	GS	14	0201	01	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	MCWHINNEY, ANNE M.	GS	07	0201	01	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	ONWUSAH, BRESZIA L.	GS	05	0203	01	HUMAN RESOURCES ASSISTANT	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 1B	WEIKER, DANIELLE N.	GS	12	0201	01	HUMAN RESOURCES SPEC (REC & PL)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 2A	BARJA, KYLE A.	GS	12	0201	01	HUMAN RESOURCES SPEC (REC & PL)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 2A	BENJAMIN, SHAKEENA T.	GS	07	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 2A	BLOWE, BRITTANY J.	GS	13	0201	01	LEAD HR SPEC (RECRUITMENT & PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 2A	BOWMAN, CHELSEA A.	GS	07	0201	01	HUMAN RES SPEC (RECRUIT & PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCA0000	SSC OPERATIONS SECTION 2A	CHILDRESS, SHASHONE R.	GS	07	0201	01	HR SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA

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OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	COLONIUS, CASEY L.	GS	12	0201	01	HR SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	GARDNER, SHERRON L.	GS	11	0201	01	HUMAN RESOURCES SPEC (REC & PL)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	HARGROVE, KENNETH L.	GS	05	0203	08	HUMAN RESOURCES ASSISTANT	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	MCCUEN, MEGAN E.	GS	09	0201	01	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	PERRY, COREY V	GS	14	0201	03	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBA000	SSC OPERATIONS SECTION 2A	WILLIAMS, KALTHIA A.	GS	05	0203	10	HUMAN RESOURCES ASSISTANT	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	CARR, DOROTHY F.	GS	13	0201	07	LEAD HR SPEC (RECRUITMENT & PLACEMENT)	MOREHEAD CITY,NORTH CARO
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	DENNIS, RAYNELL B.	GS	07	0201	03	HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	EVANS, MARKETA M	GS	12	0201	03	HR SPECIALIST (RECRUITMENT/PLACEMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	HAWKINS, SCOTTY L	GS	07	0203	07	HUMAN RESOURCES ASSISTANT	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	JACKSON, AMANDA R.	GS	07	0201	01	HUMAN RESOURCES SPEC (REC & PL)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	JONES, LAURA K	GS	14	0201	02	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	LAUB, KRISTOPHER B.	GS	07	0201	01	HUMAN RESOURCES SPEC (REC & PL)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	MACKIN, CHELSEA E.	GS	09	0201	01	HUMAN RESOURCES SPEC (RECRUITMENT)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	MAK, TINA M.	GS	12	0201	01	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	MURAGURI, CHRISTINE C.	GS	09	0201	01	HUMAN RESOURCES SPEC (CLASSIFICATION)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	BAYNOR, TAMMY D	GS	09	0201	09	HR SPEC (EMPLOYEE BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	BURT, CYNTHIA T	GS	13	0201	03	HUMAN RESOURCES SPEC (EMP BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	DAVIS, CATHERINE L.	GS	14	0201	04	SUPV HR SPECIALIST (EMPL BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	DAVIS, MICHAEL H.	GS	12	0201	09	HUMAN RESOURCES SPECIALIST (TRG)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	GILLIKIN, CATERINA A	GS	12	0201	01	HUMAN RESOURCES SPEC (EMP BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	LANE, YUMIKA T.	GS	07	0201	01	HR SPEC (EMPLOYEE BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	THOMPSON, PENNY E	GS	11	0201	01	HUMAN RESOURCES SPEC (EMP BENEFITS)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	TILLMAN, NIGEL D.	GS	07	0201	01	HUMAN RESOURCES SPECIALIST (TRG)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	BURMANIA, TESSA L.	GS	12	0201	01	HUMAN RESOURCES SPECIALIST (ER/LR)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	DAVIS, MAUDTISA N.	GS	13	0201	07	HUMAN RESOURCES SPECIALIST (LER)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	GORDON, NOREEN E	GS	14	0201	05	SUPVY HUMAN RESOURCES SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	LALLA, STERLING M.	GS	07	0201	01	HUMAN RESOURCES SPECIALIST (ER/LR)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	RODRIGUEZ, ERICA	GS	09	0201	01	HUMAN RESOURCES SPECIALIST (ER/LR)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HDCBB000	SSC OPERATIONS SECTION 2B	SMITH, KATHRYN K	GS	13	0201	02	HR SPC (EMPLOYEE & LABOR RELATIONS)	DURHAM,NORTH CAROLINA

OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	ARNOLD, EILEEN L.	GS	13	2210	08	IT SPECIALIST (OS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	BAPTIST, DOUGLAS L	GS	15	1102	10	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	BELLES, RICHARD E.	GS	13	2210	10	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	BROWN, DAWN N	GS	15	1102	01	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	BRUNECZ, MICHELLE YVONNE	GS	14	1102	10	PROCUREMENT ANALYST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	BURNETT-BAKR, ROBBIN	GS	13	2210	05	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	CREED, SUZETTE	GS	13	2210	10	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	EASTON, LOUISE C.	GS	13	1102	03	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	GRIER, ROBIN T.	GS	13	2210	10	IT SPECIALIST (OS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	JONES, TRACI M.	GS	13	2210	05	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	LEVESQUE, DANIEL C.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	LITTLE, PATRICIA L.	GS	12	0341	05	ADMINISTRATIVE OFFICER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	MORONI, SUSAN L	GS	15	1102	07	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	MORTON, RACHEL J.	GS	12	0301	08	STAFF ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	PATRICK, KIMBERLY	ES	00	0340	00	DIRECTOR, OFC OF ACQUISITION MGT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	RODRIGUEZ, VICTOR J.	GS	15	2210	10	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	STEVENS, TANYA S.	GS	13	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	TAYLOR, JEFFREY S.	GS	14	2210	10	IT SPECIALIST (SYSADMIN)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	VAUGHN, CELIA M.	GS	15	1102	10	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE000000	OFFICE OF ACQUISITION MANAGEMENT	WILSON, ROBERT M.	GS	14	2210	09	IT SPECIALIST (SYSADMIN)	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HE0A0000	POLICY TRAINING & OVERSIGHT DIV	BOWLDING, MILDRED P.	GS	09	0318	08	SECRETARY (OA)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0A0000	POLICY TRAINING & OVERSIGHT DIV	KOEHLER, ALFRED	GS	15	1102	05	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0A0000	POLICY TRAINING & OVERSIGHT DIV	OLIVER, JOHN E.	GS	15	1102	10	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0A0000	POLICY TRAINING & OVERSIGHT DIV	SISSINE, DE'BORAH E.	GS	14	0343	09	MANAGEMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0A0000	POLICY TRAINING & OVERSIGHT DIV	TONSIL, PAULINE V	GS	15	1102	07	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	ALLEN, SHAKETHIA N.	GS	13	1102	02	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	BLANDING, DONNA S.	GS	15	1102	04	SUPVY PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	CHENKIN, HOWARD S.	GS	14	1102	07	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	CLARKE, DENISE C.	GS	14	1102	06	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	DANLEY SMITH, SYLVIA M.	GS	14	1102	10	PROCUREMENT ANALYST LEADER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	GILLIS-MASSEY, MARTINA D.	GS	14	1102	01	LEAD PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	HUBBELL, HOLLY R.	GS	14	1102	06	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	NEELY, RODNEY	GS	13	1102	03	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	ODENDHAL, JULIANNE L.	GS	14	1102	10	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	RICHARDSON, KAREN M.	GS	13	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AA000	ACQUISITION POL&TRAINING SERVICE CTR	VALENTINO, THOMAS A.	GS	14	1102	07	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	ALSTON, LAWRENCE R. III	GS	07	1106	10	PROCUREMENT TECHNICIAN	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	JACKSON, MILDRED	GS	12	0306	10	GOVERNMENT INFORMATION SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	KHATRI, KUSH	GS	12	0306	00	GOVERNMENT INFORMATION SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	LONG, BRIAN K.	GS	15	1102	06	SUPVY PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	LYLES, DIANNE	GS	14	1102	06	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	MARUSAK, KIRK RANDALL	GS	12	0306	10	GOVERNMENT INFORMATION SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	MCKAY, LINDA R.	GS	13	1102	10	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	PIERCE, DEEDRIA J.	GS	09	0301	10	PROGRAM SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AB000	MANAGEMENT SUPPORT SERVICE CENTER	THOMAS, BRIDGETTE C.	GS	07	0326	07	OFFICE AUTOMATION ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	CHERRY, LINEAR C. III	GS	14	0510	07	ACCOUNTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	GOURDINE, CHARLES H.	GS	13	0511	10	AUDITOR	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	HERBAS, ALEJANDRA	GS	13	0511	07	AUDITOR	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	PIARD-HYLTON, ROSE M.	GS	13	0510	08	ACCOUNTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	REID, CAROL D.	GS	14	0510	10	LEAD ACCOUNTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	SCOTT, INETHIA L.	GS	13	0511	09	AUDITOR	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	SHARP, BONNIE C	GS	14	0511	10	LEAD AUDITOR	WASHINGTON,DC

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OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	SMITH, JACQUELINE SUGRUE	GS	14	0510	08	ACCOUNTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HE0AC000	FINANCIAL ANLS&OVERSIGHT SERVICE CTR	WARD, ANTHONY H.	GS	15	0511	08	SUPERVISORY AUDITOR	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	CRANFORD, JENNIFER LYNN	GS	15	1102	07	SUPVY PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	GOODEN, MELANIE L.	GS	14	0343	09	PROGRAM ANALYST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	GRAY, ROBERT ANDREW	GS	14	1102	01	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	K C, PRAVEEN	CC	00	0830	00	MECHANICAL ENGINEER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	LEFRICT, PAMELA	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	MACHT, JENNIFER L	GS	14	1102	05	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	MADISON, TOMMIE L JR.	GS	14	1102	02	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	NELSON-PALMER, BRIAN P.	GS	14	1102	01	PROCUREMENT ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	PLATER, LOTTIE M.	GS	15	1102	04	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	SAUNDERS, TAMIKA T	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEB00000	HEADQUARTERS PROCUREMENT OPS DIV	WARD, ERIC A	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	BRICE, TANYA M.	GS	12	1102	07	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	COLEMAN-CLARK, WHITNEY L	GS	13	1102	03	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	COX, MI SUK	GS	15	1102	06	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	FAGAN, SHEILA T.	GS	13	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	GILHAM, MICHAEL H	GS	13	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	HAHN, SOHYUN	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	HALL, TOMIEKA MICHELLE	GS	14	1102	01	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	JACKSON, BENITA C	GS	14	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	LESIEUR, LORRAINE A	GS	14	1102	08	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	MITCHELL, ANDRE MAURICE	GS	13	1102	02	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBA0000	ADMINISTRATIVE CONTRACT SERVICE CTR	WHITE, JESSICA M.	GS	15	1102	01	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	BROWN, RAYNA D.	GS	15	1102	01	SUPVY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	DEWS, DONNA M.	GS	13	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	LYNN, TRICIA SLUSSER	GS	12	1102	05	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	MOUA, JOHN	GS	12	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	WHITEHAIR, SHARON D.	GS	12	1102	10	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	WILLIAMS, TRACEY L	GS	13	1102	07	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBB0000	PROGRAM CONTRACT SERVICE CENTER	WILSON, JESSICA V.	GS	13	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	DARRY, DEBORAH A.	GS	13	1102	10	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	GOSNELL, JODY M.	GS	14	1102	06	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	LANGETT, EVANGELINA	GS	11	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	LATSON, TANYA	GS	13	1102	10	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	MASON, SHARON D.	GS	13	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	MCELROY, GENINE	GS	12	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	PINSKEY, CARLEN M.	GS	14	1102	10	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	RICHARDSON, CHANEL	GS	13	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	VENTURA, MARISOL	GS	14	1102	04	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBC0000	INFO RESOURCE MGMT PROC SVC CTR	WILSON, COREY	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	BASSETTE, PATRICIA M.	GS	13	1102	05	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	CUNNINGHAM, PATRICE L.	GS	13	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	DOLAN, SHEILA M	GS	14	1102	03	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	JOHNS, CHRISTOPHER	GS	13	1102	02	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	MARTIYAN, STEFAN	GS	15	1102	01	SUPVY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	NYBERG, TIM	GS	13	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEBD0000	NATIONAL PROCUREMENT SERVICE CENTER	WESTRY, KEITH	GS	13	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEC00000	SUPERFUND/RCRA/RGNL PROC OPS DIV	ROBINSON, LATONYA R.	GS	09	0318	10	SECRETARY	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEC00000	SUPERFUND/RCRA/RGNL PROC OPS DIV	SCOTT, RAOUL D. JR.	GS	15	1102	08	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	GALLION, LYNETTE	GS	14	1102	09	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	GALLOWAY, DIANNE EMMA	GS	13	1102	05	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	HEARE, MARK S.	GS	15	1102	07	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	MEYER, MANUELA	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	MEYERS, MEGHAN THOMAS	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECA0000	HEADQUARTERS CONTRACT SERVICE CENTER	SAS, FAYE B.	GS	13	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECB0000	PROG MGMT&RGNL COORDINATION SVC CTR	DAVIS, DEREK	GS	13	1102	05	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECB0000	PROG MGMT&RGNL COORDINATION SVC CTR	NEIHEISEL, SUSAN B.	GS	13	1102	09	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECB0000	PROG MGMT&RGNL COORDINATION SVC CTR	NORTHROP, NADIA	GS	14	1102	01	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECB0000	PROG MGMT&RGNL COORDINATION SVC CTR	SMITH, MIRANDA VICTORIA	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECB0000	PROG MGMT&RGNL COORDINATION SVC CTR	WEATHERS, MARGIE A.	GS	15	1102	06	SUPVY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	ARMSTRONG, CLAUDIA M.	GS	15	1102	02	SUPVY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	BARTON, MICHAEL A.	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	BELL, RONALD D.	GS	12	1102	10	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	GATLING, TIA	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	LANGAN, JAMES V.	GS	13	1102	06	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	SCOTT, ELAINE M.	GS	14	1102	04	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	STEWART, KEITH A.	GS	15	1102	07	SUPERVISORY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	WILSON, TIFFANEY Y	GS	14	1102	03	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECC0000	EMERGENCY RESPONSE SERVICE CENTER	WRIGHT, DIONNE	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	IRBY, KENNETH M.	GS	13	1102	03	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	LANGETT, ERIC	GS	09	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	MILLER, ROSS W.	GS	14	1102	05	LEAD CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	ORTIZ, JOSE E.	GS	13	1102	01	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	SIMMONS, SAUL	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	STANLEY, EVELYN F.	GS	15	1102	04	SUPVY CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	UHR, DANNY J.	GS	13	1102	04	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HECD0000	LABORATORY ANALYSIS SERVICE CENTER	WISE, MARNEICE N.	GS	13	1102	02	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HED00000	CINCINNATI PROCUREMENT OPERATIONS DIV	HINGSBERGEN, CLARE LAWSON	GS	09	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HED00000	CINCINNATI PROCUREMENT OPERATIONS DIV	LEGARE, PAMELA D.	GS	15	1102	06	PROCUREMENT ANALYST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HED00000	CINCINNATI PROCUREMENT OPERATIONS DIV	PLAGGE, DAVID H.	GS	14	1102	08	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	ADAMS, TAMMY A.	GS	13	1102	07	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	BISHER, NICHOLAS	GS	12	1102	03	CONTRACT SPECIALIST	NORWOOD,OHIO

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OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	BOULDEN, D'ANDRE A	GS	12	1102	01	CONTRACT SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	HEATH, BRAD A.	GS	13	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	MILLS, NOELLE E.	GS	14	1102	07	LEAD CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	MITCHELL-FLINN, LISA	GS	09	1102	02	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	MUNIZ, AMBER LYNN	GS	09	1102	10	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	PERRY, GRETA N.	GS	12	1102	08	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	RECHENBERG, KATHLEEN M	GS	13	1102	02	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	REINHART, DONNA	GS	13	1102	10	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	RIDDER, ERIN M.	GS	12	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	STALLWORTH, COURTNEY R.	GS	13	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	STARGARDT-LICIS, SANDRA	GS	14	1102	06	LEAD CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	STULTZ, LISA M.	GS	15	1102	07	SUPERVISORY CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDA0000	OFFICE OF WATER SERVICE CENTER	WENTZEL, DONALD L	GS	13	1102	07	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	CHARLTON, CANDICE R	GS	13	1102	03	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	CRANLEY, MARK E.	GS	13	1102	03	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	DAVIS, CAMILLE W.	GS	12	1102	10	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	DEHNE, ANDREA C	GS	12	1102	04	CONTRACT SPECIALIST	CINCINNATI,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	GROWNNEY, MATTHEW J.	GS	14	1102	07	LEAD CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	KREACIC, MICHAEL D.	GS	13	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	PFEFFER, KEITH	GS	12	1102	03	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	ROE, KATHLEEN A.	GS	15	1102	05	SUPERVISORY CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDB0000	OAR, OARM, ORD, OSWER SERVICE CENTER	YATES, WILLIAM M.	GS	13	1102	10	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	GIFFORD, SEAN JOSEPH	GS	09	1102	01	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	HINCKS, HAROLD DAVID	GS	15	1102	05	SUPERVISORY CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	LOESCH, KIMBERLY F.	GS	13	1102	01	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	LOWER, ANGELA S.	GS	13	1102	05	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	RYLE, LISA C.	GS	12	1102	05	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	THARP, DENIS SCOTT	GS	14	1102	07	LEAD CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	TYUS, RENITA A.	GS	13	1102	07	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	VOLLMAN, JENNIFER B	GS	13	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	WERWICK, BRAD	GS	13	1102	03	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	YOUNG, GEROLD D. II	GS	12	1102	04	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEDC0000	SPECIALIZED SERVICE CENTER	YOUNG, SEAN RAYMOND	GS	12	1102	01	CONTRACT SPECIALIST	NORWOOD,OHIO
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	CANNON, STEPHEN LEROY	GS	13	1102	10	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	CHRISTOFEL, DAVID A.	GS	12	0511	10	AUDITOR	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	CLAYTON, SHELLEY E	GS	12	1102	01	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	DAY, HAROLD L JR	GS	11	1102	05	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	JONES, RODNEY D.	GS	15	1102	05	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	SARACCO, SILVIA S.	GS	13	1102	10	PROCUREMENT ANALYST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEE00000	RTP PROCUREMENT OPERATIONS DIV	SUTTON, DONALD L.	GS	14	1102	10	PROCUREMENT ANALYST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	BAKER, CHRISTOPHER M.	GS	15	1102	06	SUPERVISORY CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	CLODFELTER, JEFFERY G.	GS	13	1102	04	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	HAIRSTON, NICOLE A.	GS	13	1102	05	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	HILLIARD, LENORA	GS	14	1102	07	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	JOHNSON, MARSHA B.	GS	13	1102	06	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	JONES, SAMMIE T	GS	13	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	LESHOCK, NINA A	GS	12	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	LOGAN, KEVIN S	GS	14	1102	04	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	PINNEY, HEATHER R.	GS	13	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	SAYLES, JACQUELINE S	GS	12	1102	08	CONTRACT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	WELLS, ADRIANNE	GS	13	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEA0000	OFC OF RESEARCH&DEV SERVICE CENTER	WILLIAMS, LOUIS CALVIN JR.	GS	13	1102	10	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEB0000	OFC OF AIR & RADIATION SERVICE CENTER	DAVIS, CHRISTOPHER S.	GS	14	1102	01	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEB0000	OFC OF AIR & RADIATION SERVICE CENTER	FISHER-JACKSON, NATALIA C.	GS	13	1102	08	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEB0000	OFC OF AIR & RADIATION SERVICE CENTER	FLOWERS, ROBERT D	GS	14	1102	07	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEB0000	OFC OF AIR & RADIATION SERVICE CENTER	FLYNN, ANDREW C.	GS	13	1102	06	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEB0000	OFC OF AIR & RADIATION SERVICE CENTER	NEWSOME, OLIN DEAN JR.	GS	13	1102	04	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	FORD-CANNON, CHRISTIAN V	GS	14	1102	07	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	GANN, DARREN J.	GS	13	1102	10	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	GRAF, MICHELLE M.	GS	13	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	HART, LACONDA	GS	13	1102	06	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	LIERTZ, JOHN R.	GS	13	1102	01	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	RODRIGUEZ, RYAN E.	GS	13	1102	10	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	SMITH, JOEL P.	GS	14	1102	05	LEAD CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	STEARNS, KEITH S.	GS	13	1102	04	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	VANENWYCK, ADAM C.	GS	13	1102	02	CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HEEC0000	OFC OF ADMIN&RESOURCES MGMT SVC CTR	VOGEL, LAURANNE M.	GS	15	1102	07	SUPERVISORY CONTRACT SPECIALIST	DURHAM,NORTH CAROLINA
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	BINDER, BRUCE S.	SL	00	0905	00	SR ASSOC DIR FOR GRANS COMP	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	BRYANT, TRACY M.	GS	12	0301	05	STAFF SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	DRUMMOND, GREER QUINLAN	GS	05	0399	01	STUDENT TRAINEE (OA)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	JAMES, MARCELLA L.	GS	12	0343	04	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	JANUARY, ELIZABETH S.	GS	14	0343	04	PROGRAM ANALYST	BOSTON,MASSACHUSETTS
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	LOVETT, LAUREN WILLIS	GS	15	0905	04	ATTORNEY-EXAMINER (CR)	PHILADELPHIA,PENNSYLVANIA
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	NEAL, KERRY K.	ES	00	0000	00	DEP. DIR. OFC OF GRANTS & DEBARMENT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	NGUYEN, DUC HUU	SL	00	0905	00	SENIOR DEBARRING OFFICIAL	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	POLK, DENISE A.	ES	00	0340	00	DIRECTOR, OFC OF GRANTS & DEBARMENT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	SCHULZ, AMANDA K	GS	09	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	SEIDENSTEIN, ROY S.	GS	15	0905	08	SUPERVISORY ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	SWAN-TOWNSEND, VALORIE ANITA	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF000000	OFFICE OF GRANTS & DEBARMENT	SYLVESTER, KENNETH	GS	14	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0A0000	RESOURCE MANAGEMENT STAFF	COLBERT, BRIAN	GS	13	2210	04	IT SPECIALIST (SYSANALYSIS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0A0000	RESOURCE MANAGEMENT STAFF	ETHEREDGE, WILLIAM J.	GS	15	0343	05	SUPVY PROGRAM ANALYST	WASHINGTON,DC

Ex. 6 - Personal Privacy

OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	FLETCHER, LINDA M.	GS	14	0343	10	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	HUBLAR, JENNIFER B.	GS	14	0343	04	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	NOLAN, JOHN PATRICK	GS	15	0343	09	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	OLUWO, OLAYORI A.	GS	13	2210	05	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	PATRICK, DAI C	GS	11	2210	10	IT SPEC (DATAMGT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	PERRY, CARLYN M.	GS	14	2210	08	LEAD IT SPECIALIST (APPSW)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	VOLLIN, CLEANZO E.	GS	13	2210	05	IT SPECIALIST (DATAMGT)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	WILSON, KEVIN E.	GS	14	2210	05	INFORMATION TECHNOLOGY SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFOA0000	RESOURCE MANAGEMENT STAFF	ZAKIKHANI, MEHRDAD	GS	14	2210	10	IT SPECIALIST (OS)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	BALLARD, MAURICE ANTHONY	GS	12	0343	01	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	CATLETT, CRYSTAL	GS	13	0343	02	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	DURAND, JESSICA F.	GS	13	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	HOLLIDAY, KYSHA C	GS	15	1109	05	SUPV GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	JONES, LAURICE E.	GS	15	0343	07	SUPERVISORY MGMT & PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	MCDOWELL, BRANDON M	GS	13	0343	05	PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	MILAZZO, JULIE A	GS	13	0343	04	PROGRAM ANALYST	SAN FRANCISCO,CALIFORNIA
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	OBOYLE, ELLEN P.	GS	14	1109	10	GRANTS MANAGEMENT SPEC (POLICY)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	PARKER, VERONICA M.	GS	13	1109	07	GRANTS MANAGEMENT SPEC (POLICY)	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	PERKINS, BARBARA A.	GS	08	0303	10	GRANTS ASSISTANT	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	RAVER, ALEXANDRA E.	GS	14	0343	02	LEAD PROGRAM ANALYST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HF0B0000	NATL POLICY,TRAINING&COMPLIANCE DIV	WILLIAMS, MICHAEL D.	GS	13	1712	04	TRAINING SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	ANTHONY, PEGGY L.	GS	14	1109	10	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	BLACKWELL, ANGELIA S.	GS	15	0905	10	ATTORNEY-ADVISER	ATLANTA,GEORGIA
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	BROWN-CONDE, DANIELLE L.	GS	12	1801	05	COMPLIANCE SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	CARBONARO, JOSEPH J.	GS	13	1801	10	COMPLIANCE SPECIALIST	ATLANTA,GEORGIA
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	HODGES, MATTHEW C.	GS	14	0905	04	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	LANE, FRANK S.	GS	15	0905	09	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	LEMLEY, JAMES P.	GS	14	0905	04	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	LIN, JENNIFER W.	GS	13	0905	03	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	PHILLIPS, ROSS NICHOLAS	GS	11	0905	01	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	REYES, TROY JAMEEL	GS	11	1801	04	COMPLIANCE SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFA00000	SUSPENSION & DEBARMENT DIVISION	TIMMINS, KATHLEEN H.	GS	15	0905	03	ATTORNEY-ADVISER	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	BROOKS, JENNIFER	GS	13	1109	03	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	BURGESS, HAZELETTA	GS	07	1109	06	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	DAVIS, CARL I	GS	12	1109	05	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	ETHERIDGE, SHANA ASHLEY	GS	12	1109	01	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	HANLON, ALISON	GS	12	1109	04	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	HOLDER, ROBIN LYNEE	GS	07	1109	03	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	NGUYEN, THUY T.	GS	12	1109	06	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	PHILLIPS, LASHAUN PROCTOR.	GS	14	1109	06	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	PROCTOR, BARBARA W.	GS	14	1109	08	LEAD GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	SCHINDEL, PHILLIP K	GS	14	1109	07	LEAD GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	UNDERWOOD, MICHAEL WAYNE	GS	09	1109	01	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBA0000	GRANTS MANAGEMENT BRANCH	YOUNG, JILL D.	GS	15	1109	06	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	CLARK, CHERYL L.	GS	13	1109	08	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	CONNELL, LENORE J.	GS	13	1109	03	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	GREENE, DIANE E.	GS	12	1109	10	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	HAIRSTON, LAKEYSHIA Y.	GS	12	1109	05	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	MESSICK, MICHELLE WOOD	GS	14	1109	06	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	ROTH, FRANCIS N.	GS	15	1109	07	SUPV GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC
OFC ADMIN & RES MGMT	HFBC0000	FELLOWSHIPS, IAGS & SEES BRANCH	SMITH, LEON M.	GS	12	1109	05	GRANTS MANAGEMENT SPECIALIST	WASHINGTON,DC

Ex. 6 - Personal Privacy

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
May 25, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	6/2/17
Agreement reached with unions	6/19/17
Provide draft request to OPM/OMB	6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	6/21/17
OPM/OMB approval	7/5/17
AAs/RAs send VERA/VSIP letters to employees	7/7/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
HR SSCs evaluate the wait list and send new offers for the number of slots that were declined by other employees/Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/1/17

Message

From: Hart, Debbi [Hart.Debbi@epa.gov]
Sent: 4/3/2017 11:03:01 PM
CC: Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: Re: transfer of function

FYI- I spoke with Loretta and she is pulling some of the previous info on transfer of function plus whatever else needed. She will send to all of us. (Also asked her to track her time so that she gets it covered later!) D

Sent from my iPhone

On Apr 3, 2017, at 6:23 PM, Vizian, Donna <Vizian.Donna@epa.gov> wrote:

Hi – I need help in understanding what would happen to the staff in each of these situations where the function is transferred outside the local commuting area (e.g., would the agency pay relocation ? Would we implement RIF procedures?):

- 1) <!--[if !supportLists]--><!--[endif]-->If a function is moved to a location that is currently performing the function (e.g. Contracts are all moved to one location that currently has a contracting office)
- 2) <!--[if !supportLists]--><!--[endif]-->If a function is moved to a location that is currently not performing the function.

I know the answer is often it depends, but it would be helpful to have the answers to the 2 situation above. I have a conversation at 10:30 tomorrow. It would be helpful to have the answers before then. Sorry for the timing.

Thanks

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
May 25, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	6/2/17
Agreement reached with unions	6/19/17
Provide draft request to OPM/OMB	6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	6/23/17
OPM approval	7/5/17
AAs/RAs send VERA/VSIP letters to employees	7/7/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/30/17
Responses due back to SSC from RHRO/PMOs	7/28/17
Employee Selected/Non-selected Letters Sent	8/2/17
HR SSCs evaluate the wait list and send new offers for the number of slots that were declined by other employees/Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for most employee separations	9/1/17
Last date for late separation employees to decline their V/V	10/26/17
Last date for late separations approved by OARM	10/27/17
Authority Ends	10/31/17

MEMORANDUM

SUBJECT: Agency's Workforce Shaping through Voluntary Retirement and Separation Authorities (VERA/VSIP)

FROM: Mike Flynn
Acting Deputy Administrator

TO: All EPA Employees

Our agency senior leadership has begun a workforce reshaping initiative. Each program and regional office is reviewing its current organizational structure and analyzing where it can achieve efficiencies. As a result of this analysis, the agency has begun planning for the use of voluntary retirement and separation authorities (VERA/VSIP) where it makes sense and where it is aligned with these efficiencies.

VERA/VSIP can help realign our workforce to meet changing mission requirements and move toward new models of work. The authority encourages voluntary separations and helps the agency complete workforce restructuring with minimal disruption to the workforce.

During this VERA/VSIP analysis, we are considering factors such as increasing supervisor to staff ratio; consolidating support functions; restructuring or reducing highly graded supervisory and non-supervisory positions; focusing on core business functions, programmatic and STEM priorities, and consolidating and streamlining programs and functions.

Program and regional offices are working on business cases for their respective organizations. Our Office of Human Resources staff will analyze and consolidate these business cases and forward one consolidated agency-wide business case to the Office of Personnel Management for approval in June 2017. We will be working with the agency's labor unions throughout this process and expect a limited pool of employees to be offered VERA/VSIP. Details on criteria for employees in the pool are still being worked out. Employees accepting a VERA/VSIP offer must leave the agency by early September 2017.

Please look for additional VERA/VSIP information from your organization's senior leadership very soon. In the interim, I have provided you with some helpful links below. Thank you for your continued commitment to public service. I am proud to work alongside you.

OPM' S VERA/VSIP links:

[HYPERLINK "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-early-retirement-authority/"]

[HYPERLINK "http://www.opm.gov/policy-data-oversight/workforce-restructuring/voluntary-separation-incentive-payments/"]

EPA's VERA/VSIP link:

[HYPERLINK "http://intranet.epa.gov/policy/buyouts/index.htm"]

Message

From: Burbach, Joseph [burbach.joseph@epa.gov]
Sent: 4/3/2017 11:39:43 AM
To: Hart, Debbi [Hart.Debbi@epa.gov]
CC: Parker, Gary [parker.gary@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Gray, Linda [gray.linda@epa.gov]
Subject: RE: OHR Eligibility Lists

Thanks!

Joseph Burbach
Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

From: Hart, Debbi
Sent: Friday, March 31, 2017 10:32 AM
To: Burbach, Joseph <burbach.joseph@epa.gov>
Cc: Parker, Gary <parker.gary@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>; Gray, Linda <gray.linda@epa.gov>
Subject: FW: OHR Eligibility Lists

Joe-

Here you go! Jason added a couple of columns to the provided sheet. Sorry for the delay—Jason turned it around quick but I neglected to forward it thinking you were copied! Please let us know if there are questions. Debbi

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Parker, Gary
Sent: Thursday, March 23, 2017 3:18 PM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: FW: OHR Eligibility Lists

Jason,

Do you know the VERA/VSIP eligibility requirements, in order to run the newly requested report?

Mr. Gary Parker
Branch Chief, Workforce Planning
USEPA/OARM/OHR
(O) 202-564-7421

(M) Ex. 6 - Personal Privacy

From: Burbach, Joseph
Sent: Thursday, March 23, 2017 3:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>
Subject: FW: OHR Eligibility Lists

Debbie/Gary

I was advised that PPTD (Jason) put the attached OHR retirement eligibility spreadsheets together (or provided the data sets).

We are looking to put a profile together that would expand the attached to reflect VERA and VSIP eligibility within OHR. I have seen a couple of different versions at the EPA office level and for SESers, one that reflects simply the current VERA and VSIP eligibility status and the other that reflects date of VERA eligibility (more comprehensive).

Can you rerun or add this information to the attached to provide an expanded profile to address potential VERA and VSIP.

Thanks

Joseph Burbach
Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

From: Brown, Wendy
Sent: Wednesday, March 15, 2017 3:57 PM
To: Burbach, Joseph <burbach.joseph@epa.gov>
Subject: OHR Eligibility Lists

Joe,

Sorry for the delay. I hope this is what you needed. I didn't get a chance to break down some of the data.

- By the end of FY17- 24 employee will be or are eligible to retire
- By the end of FY18- 8 employees who will be eligible to retire

I did not get a chance to review the spreadsheet by division but a glance, PPTD could potentially lose 10-15 employees by the end of FY18.

By the way, I have created a Senior Advisor Folder- G:\HR\HR- ADMIN\SENIOR ADVISOR FOLDER

Anything I create for you will be housed there.

Let me know if you have any questions.

WB

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Wendy C. Brown
Special Assistant to the Immediate Office
Office of Human Resources
U.S. Environmental Protection Agency
WJC North-5340-L
202-564-0909 office
Ex. 6 - Personal Privacy mobile
Brown.Wendy@epa.gov

To: Burbach, Joseph[burbach.joseph@epa.gov]
Cc: Parker, Gary[parker.gary@epa.gov]; Carpenter, Wesley[Carpenter.Wesley@epa.gov]; Gray, Linda[gray.linda@epa.gov]
From: Hart, Debbi
Sent: Fri 3/31/2017 2:31:44 PM
Subject: FW: OHR Eligibility Lists
OHR RET ELIGIBLE BY DATE-3-23-17.xlsx

Joe-

Here you go! Jason added a couple of columns to the provided sheet. Sorry for the delay—Jason turned it around quick but I neglected to forward it thinking you were copied! Please let us know if there are questions. Debbi

Debbi Hart
Director

Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Parker, Gary
Sent: Thursday, March 23, 2017 3:18 PM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: FW: OHR Eligibility Lists

Jason,

Do you know the VERA/VSIP eligibility requirements, in order to run the newly requested report?

Mr. Gary Parker

Branch Chief, Workforce Planning

USEPA/OARM/OHR

(O) 202-564-7421

(M) Ex. 6 - Personal Privacy

From: Burbach, Joseph
Sent: Thursday, March 23, 2017 3:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>
Subject: FW: OHR Eligibility Lists

Debbie/Gary

I was advised that PPTD (Jason) put the attached OHR retirement eligibility spreadsheets together (or provided the data sets).

We are looking to put a profile together that would expand the attached to reflect VERA and VSIP eligibility within OHR. I have seen a couple of different versions at the EPA office level and for SESers, one that reflects simply the current VERA and VSIP eligibility status and the other that reflects date of VERA eligibility (more comprehensive).

Can you rerun or add this information to the attached to provide an expanded profile to address potential VERA and VSIP.

Thanks

Joseph Burbach

Senior Advisor

Office of Human Resources

U.S. Environmental Protection Agency

(202) 564-7783

From: Brown, Wendy
Sent: Wednesday, March 15, 2017 3:57 PM
To: Burbach, Joseph <burbach.joseph@epa.gov>
Subject: OHR Eligibility Lists

Joe,

Sorry for the delay. I hope this is what you needed. I didn't get a chance to break down some of the data.

- By the end of FY17- 24 employee will be or are eligible to retire
- By the end of FY18- 8 employees who will be eligible to retire

I did not get a chance to review the spreadsheet by division but a glance, PPTD could potentially lose 10-15 employees by the end of FY18.

By the way, I have created a Senior Advisor Folder- G:\HR\HR- ADMIN\SENIOR ADVISOR FOLDER

Anything I create for you will be housed there.

Let me know if you have any questions.

WB

Wendy C. Brown

Special Assistant to the Immediate Office

Office of Human Resources

U.S. Environmental Protection Agency

WJC North-5340-L

202-564-0909 office

Ex. 6 - Personal Privacy | mobile

Brown.Wendy@epa.gov

Ms. Diane Lynne
President, National Treasury Employees Union
Chapter 280
1200 Pennsylvania Ave NW
Mail Code: UN-200T
Washington, DC 20460

Dear Ms. Lynne:

Thank you for your letter to the Administrator, dated April 27, 2017, requesting broad implementation of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (VSIP). As management's designated representative, I am responding on behalf of the Administrator.

Per the President's Comprehensive Plan for Reforming the Federal Government and Reducing the Federal Civilian Workforce, dated April 12, 2017, agencies are charged with developing an agency reform plan and budget, which includes evaluating near-term workforce reduction actions.

Currently, the EPA is evaluating VERA/VSIP as an option to effect near-term workforce reductions. The agency appreciates your suggestion that VERAs/VSIPs be applied broadly throughout the EPA, and will take your recommendation into consideration when making final determinations on our path forward.

I thank you for your continued dedication to the agency and our employees. Please contact me if you have any further questions at [[HYPERLINK "mailto:Corbett.krysti@epa.gov"](mailto:Corbett.krysti@epa.gov)] or (202) 564-6295.

Sincerely,

Krysti Corbett, Director
Labor and Employee Relations Division
Office of Human Resources

Message

From: Gray, Linda [gray.linda@epa.gov]
Sent: 3/23/2017 12:24:25 AM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Carpenter, Wesley [Carpenter.Wesley@epa.gov]; Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: Workforce Assignment

Thank you. For reassignments, I think she is referring to reassignments in general. Arron mentioned some parameters in the CBA's. We will need to check those.

Sent from my iPhone

> On Mar 22, 2017, at 6:27 PM, Hunt, Loretta <Hunt.Loretta@epa.gov> wrote:

>
> Linda, per today's meeting.
>
>
> 1. VERA/VSIP checklist is attached. This addresses Donna' question about what must be identified (series, grades, locations, etc.) in the agency's business case.
>
>
> 2. Competitive area and level overviews attached.
>
>
> 3. I need clarification on Donna's request about directed reassignments. There isn't a directed reassignment policy per se. The decision to effect a reassignment is a matter of management discretion except that: 1) reassignments to a position with greater promotion potential requires merit promotion procedures; and 2) there are BU implications.
>
>
> 4. Relocation is covered under travel and thus under OCFO's purview. An involuntary relocation is always regarded as "in the interest of the government" and payment of relocation expenses is required. The agency's relocation policy is attached.
>
> Loretta L. Hunt
> Branch Chief
> Policy and Accountability Branch
> Policy, Planning and Training Division
> Office of Human Resources
> U.S. EPA
> Phone: (202) 564-6963
> Email: hunt.loretta@epa.gov<mailto:hunt.loretta@epa.gov>
>
> <Required Targeting Info V-V.docx>
> <Competitive Levels for RIF.docx>
> <Establishing Comp Areas for RIF.docx>
> <2550b-1_relocation_allowances.pdf>

Ms. Diane Lynne
President, National Treasury Employees Union
Chapter 280
1200 Pennsylvania Ave NW
Mail Code: UN-200T
Washington, DC 20460

Dear Ms. Lynne:

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Currently, EPA is evaluating VERA/VSIP as an option to effect near-term workforce reductions. The Agency appreciates your suggestion that VERA/VSIPs be applied broadly throughout the agency, and will take your recommendation into consideration when making final determinations on our path forward.

I thank you for your continued dedication to the agency and our employees. Please contact me if you have any further questions.

Sincerely,

Krysti Corbett, Director
Labor and Employee Relations Division
Office of Human Resources

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
May 25, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	6/2/17
Agreement reached with unions	6/19/17
Provide draft request to OPM/OMB	6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	6/21/17
OPM/OMB approval	7/5/17
AAs/RAs send VERA/VSIP letters to employees	7/7/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/30/17
Employee Selected/Non-selected Letters Sent	8/2/17
HR SSCs evaluate the wait list and send new offers for the number of slots that were declined by other employees/Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for most employee separations	9/1/17
Last date for late separation employees to decline their V/V	10/26/17
Last date for late separations approved by OARM	10/27/17
Authority Ends	10/31/17

Commented [HD1]: I recommend we remove these last three rows from schedule going out to employees.

To: Gray, Linda[gray.linda@epa.gov]; Carpenter, Wesley[Carpenter.Wesley@epa.gov]
Cc: Hart, Debbi[Hart.Debbi@epa.gov]
From: Hunt, Loretta
Sent: Wed 3/22/2017 10:27:56 PM
Subject: Workforce Assignment
[Required Targeting Info V-V.docx](#)
[Competitive Levels for RIF.docx](#)
[Establishing Comp Areas for RIF.docx](#)
[2550b-1 relocation allowances.pdf](#)

Linda, per today's meeting.

1. VERA/VSIP checklist is attached. This addresses Donna's question about what must be identified (series, grades, locations, etc.) in the agency's business case.

2. Competitive area and level overviews attached.

3. I need clarification on Donna's request about directed reassignments. There isn't a directed reassignment policy per se. The decision to effect a reassignment is a matter of management discretion except that: 1) reassignments to a position with greater promotion potential requires merit promotion procedures; and 2) there are BU implications.

4. Relocation is covered under travel and thus under OCFO's purview. An involuntary relocation is always regarded as "in the interest of the government" and payment of relocation expenses is required. The agency's relocation policy is attached.

Loretta L. Hunt

Branch Chief

Policy and Accountability Branch

Policy, Planning and Training Division

Office of Human Resources

U.S. EPA

Phone: (202) 564-6963

Email: hunt.loretta@epa.gov

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
OARM-Cincinnati	1654-Printing Services	13	Ex. 6 - Personal Privacy	
	318-Secretary	9		
	343-Management and Program Analysis (Records Management)	13		
Total				

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
OARM-RTP	201-Human Resources Management	12	Ex. 6 - Personal Privacy	
	801-General Engineering	14		
Total				

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
Office of Administrative Law Judges	301-Miscellaneous Administration and Program	12		Ex. 6 - Personal Privacy
Total				

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
OROM	1001-General Arts and Information	15	Ex. 6 - Personal Privacy	
Total				
OROM/AOSD	301-Miscellaneous Administration and Program	13		
Total				
OROM/RAPD	301-Miscellaneous Administration and Program	9		
Total				
OROM/FACMD	343-Management and Program Analysis	12		
		14		
		15		
OROM/RAPD	343-Management and Program Analysis	13		
OROM/AOSD	343-Management and Program Analysis	15		
OROM/FACMD	905-General Attorney	14		
Total				11

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
Office of Acquisition Management (all locations)	1102-Procurement Analyst	13	Ex. 6 - Personal Privacy	
		14		
		15		
Total			25	16
OAM/Management Support Service Center	1106-Procurement Clerical and Technician	7	Ex. 6 - Personal Privacy	
Total				
OAM	2210-Information Technology Management	13		
		14		
		15		
Total			8	8
OAM/Management Support Service Center	301-Miscellaneous Administration and Program	9	Ex. 6 - Personal Privacy	
Total				
OAM/Management Support Service Center	306-Government Information Specialist	12	3	3
Total			3	3
OAM/Policy Training and Oversight Division	318-Secretary	9	Ex. 6 - Personal Privacy	

OAM/Superfund/RCRA/Regional Proc Ops Division	318-Secretary	9	Ex. 6 - Personal Privacy	
Total				
OAM/Management Support Service Center	326-Office Automation Clerical and Assistance	7	Ex. 6 - Personal Privacy	
Total				
OAM/IO	341-Administrative Officer	12	Ex. 6 - Personal Privacy	
Total				
OAM/IO/Acquisition Policy and Training Service Center/Headquarters Procurement Ops Division	343-Management and Program Analysis	13	Ex. 6 - Personal Privacy	
		14		
Total				
			3	3
OAM Financial Analysis and Oversight Service Center	510-Accounting	13	Ex. 6 - Personal Privacy	
		14		
Total				
			4	2
OAM/RTP Procurement Operations Division/Financial Analysis and Oversight Service Center	511-Auditing	12	Ex. 6 - Personal Privacy	
		13		
		14		
		15		
Total				
			6	4

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
Office of Human Resources/ITD	2210-Information Technology Management	13	Ex. 6 - Personal Privacy	
		14		
		15		
Total			4	2
OHR/ITD/Employee Services Branch/IO	301-Miscellaneous Administration and Program	13	Ex. 6 - Personal Privacy	
		14		
		15		
Total			5	2
OHR/IO	303-Miscellaneous Clerk and Assistant	6	Ex. 6 - Personal Privacy	
Total				
OHR/Policy, Planning and Training Division	326-Office Automation Clerical and Assistance	4	Ex. 6 - Personal Privacy	
Total				
OHR	343-Management and Program Analysis	14	Ex. 6 - Personal Privacy	
		15		
Total			16	5

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
OGD/Fellowships, IAGs and SEEs Branch	1109-Grants Management	12	Ex. 6 - Personal Privacy	
		13		
		14		
OGD/National Policy, Training and Compliance	1109-Grants Management	13		
		14		
OGD/Suspension and Debarment	1109-Grants Management	14		
OGD/Grants Management Branch	1109-Grants Management	15		
Total			9	6
OGD/National Policy, Training and Compliance Division	303-Miscellaneous Clerk and Assistant	8	Ex. 6 - Personal Privacy	
Total				
OGD/Resource Management Staff	343-Management and Program Analysis	14		
Total				
OGD/Suspension and Debarment	1801 - Compliance Specialist	13		
Total				

APPROVED EMPLOYEE CATEGORIES FOR VERA AND VSIP

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered
Office of Administration/Headquarters Service Branch/Headquarters Operations Branch	342-Support Services Administration	12		Ex. 6 - Personal Privacy
		13		
		14		
		15		
Total			11	10
OA	343-Management and Program Analysis	7		Ex. 6 - Personal Privacy
		12		
		13		
		14		
		15		
Total			29	10

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
July 18, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communications (general notification for office and notice to employees in targeted positions) to NPMs/Regions; office-specific communications can be sent to employees AFTER approval is received	✓ 7/6/17
OPM/OMB approval	✓ 7/10/17
Notify unions of approval	✓ 7/10/17
Agreement with unions	7/12/17
AAs/RAs send general notification to all employees	✓ 7/12/17
AAs/RAs send notice to employees in targeted positions	✓ 7/13/17
VERA/VSIP Application Window Open	7/13/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17 8/8/17
Responses due back to SSC from RHRO/PMOs	7/31/17 8/10/17
Employee Selected/Non-selected Letters Sent	8/2/17 8/11/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17 8/14/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Workforce Reshaping: Early-Outs/Buy-Outs and Reduction in Force

EARLY-OUT/BUY-OUTS

BACKGROUND

Early-Out or Voluntary Early Retirement Authority (VERA) allows agencies that are undergoing substantial restructuring, reshaping, downsizing, transfer of function, or reorganization to temporarily lower the age and service requirements in order to increase the number of employees who are eligible for retirement.

Buy-Out or Voluntary Separation Incentive Payment (VSIP) Authority allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to \$25,000 as an incentive to voluntarily separate. An agency may offer VSIP to employees who are in surplus positions or have skills that are no longer needed in the workforce who volunteer to separate by resignation, optional retirement, or by voluntary early retirement.

REQUIREMENTS

The agency must submit a business case that outlines their plan for achieving reductions. The agency's business case includes:

- Justification for request
- Data on the targeted population (targeted positions will be eliminated or restructured; positions critical to the agency should not be included in the targeted population)
- Before and after organizational charts, as applicable
- Time period the incentives are available
- Anticipated budget impact
- Anticipated employee interest
- The maximum number of buy-outs to be offered
- Information about how the organization will operate without the eliminated or restructured positions and functions.

OPM and OMB approval is required for an agency to offer early-outs or buy-outs; approval generally takes 4-6 weeks and will stipulate a period of time during which the agency can offer the two incentives.

TIMELINE

A minimum of four months is required to complete the VERA/VSIP process. Preparation of one business case (versus multiple business cases for specific organizational units) will expedite the process. Finalization of an agency-level business case in May 2017 could result in employee departures from agency rolls by the end of September 2017.

1. 45-60 days
 - Obtain retirement data
 - Estimate costs
 - Develop business case in collaboration with OPM and OMB (i.e., identify positions targeted and explain how agency will meet its mission needs)

- Notify unions
- 2. 30-45 days
OPM approval
- 3. 30-45 days
 - Notify unions of OPM approved plan
 - Issue employee notifications
- 4. 60-90 days
Separations

COSTS

Estimating 2,600 departures—all buyouts— will cost approximately \$98.066M. This is a high end estimate that assumes all employees would take the \$25K buyout and a maximum annual leave payout.

CURRENT RETIREMENT ELIGIBILITY

Of 15,053 permanent employees, 3,186 are currently eligible to retire. Of the 15,053, 3,788 are VERA eligible and 13,618 are VSIP eligible.

RESULTS FROM 2014/2015 V/V EFFORTS

In 2014 we targeted 5,828 positions and the maximum number to be approved was 1,365. Total departures were 456 employees which is 7.82% of what was targeted and 33.4% of what we agreed to approve.

In 2015 we targeted 2,095 positions and the maximum number for approval was 587. Total departures were 196 (9.36% of the targeted number and 33.4% of what we agreed to approve.)

Total departures for both years was 652 employees.

REDUCTION IN FORCE

ACTION REQUIRED AND ESTIMATED TIMELINE

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

COSTS

Ex. 5 - Deliberative Process

Message

From: Gray, Linda [gray.linda@epa.gov]
Sent: 5/18/2017 6:00:39 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
CC: Vizian, Donna [Vizian.Donna@epa.gov]; Showman, John [Showman.John@epa.gov]
Subject: Fwd: Workforce Reshaping Process and Options: Follow-Up Answers

Sent from my iPhone

Begin forwarded message:

From: Workforce <Workforce@opm.gov>
Date: May 18, 2017 at 1:42:42 PM EDT
To: Workforce <Workforce@opm.gov>
Subject: Workforce Reshaping Process and Options: Follow-Up Answers

Good afternoon:

During the Workforce Reshaping Process and Options presentation on May 4th, we promised to provide answers to several questions as a follow-up to the session. Here are the questions and answers:

1. <!--[if !supportLists]--><!--[endif]-->During the May 4th Webinar, a question was asked concerning using a “staggered” approach to offering VSIPs. That is, the audience member asked if, in order to stimulate early or immediate attrition, and to encourage the workforce to take advantage of a VSIP offer quickly, could the agency operate their authority such that the full amount (25k) is offered for applicants, with lesser amounts being offered the later in the year an employee accepts the buy-out. For example, an agency might arrange a “tiered” or “staggered” approach as such:

“While the agency has authority to offer VSIP payments up to \$25,000 (or the amount of one’s severance pay calculation, whichever is less), the agency will offer and employees will receive incentive amounts based on the following schedule:

\$25,000 – Retire or resign effective no later than July 30, 2017.
\$20,000 – Retire or resign effective no later than August 31, 2017.
\$15,000 – Retire or resign effective no later than September 30, 2017.
\$10,000 – Retire or resign after September 30, 2017, but no later than October 31, 2017.”

The answer is yes, such an approach is allowable. The agency must clearly spell out in their request to OPM the use of such an approach, and must also communicate explicitly to the workforce the terms for acceptance and the buy-out amount, and of course, apply such practices uniformly and consistently under each discreet VSIP authority. The agency has the discretion to use such an approach in one offering, but is not then bound or required to employ that approach in all VSIP opportunities and authorities.

2. <!--[if !supportLists]--><!--[endif]-->During the May 4th Webinar, an audience member asked about phased retirement and VERA, and could a person currently on phased retirement participate in the VSIP offer.

The answer is yes, such an employee could potentially do so. Keep in mind, however, that phased retirement and early retirement are fundamentally different in that early retirement, with a VSIP offer, are intended to accomplish immediate separation or retirement, i.e., in a finite period of time with a specific off the rolls date in order for the agency to accomplish a substantial workforce reduction or reorganization.

So while agencies could include employees currently on phased retirement in the VSIP offer, they could not use VSIP to move employees *into a phased retirement arrangement*. Agencies should review any phased retirement agreements or policy in place to ensure they do not conflict with the purpose or elements of their approved VERA/VSIP plan.

If you have additional questions about Workforce Reshaping, please email us!

Lessons Learned from OPM/OMB Post 2013 VERA/VSIP Submittals

General Comments:

- Can only target positions which will be eliminated or changed in some way (different series, lower grades, different skill sets).
- Cannot backfill a targeted position vacated by VERA/VSIP with a position having the same grade/function.
- When referring to rehiring, keep it general. Do not use references that could be misinterpreted as pre-selection such as “filled internally only through merit promotion procedures.”
- Cannot target positions for the sole purpose of providing promotional opportunities to remaining staff.
- If using statements on future FTE levels or budget such as “to meet FY15 FTE levels,” state from where those levels are coming... EPA?/OMB? (e.g., “from appropriation” or “not from appropriation but . . .”).
- Don’t reference “expected” reductions in FTE/budget.
- Don’t use phrases that target age and make it seem personal such as “maturing workforce,” or “work years beyond eligibility.”
- Focus on positions when addressing skill sets: talk about the skills sets needed for the position/skill sets of the current position, not the skill sets of the current incumbent. Don’t talk about reshaping staff, instead talk about reshaping positions. Don’t talk about providing bench strength or developmental opportunities—that is not the objective of VERA/VSIP. VERA/VSIP authorities should be used to lessen the need for involuntary actions.
- If addressing “strategic goals” explain what those are.
- Be careful of targeting almost your entire workforce. It’s a red flag.
- Continuing or mandatory jobs (HR Officer, Budget Officer, etc.), SES, and direct-hire positions stand out if targeted. Will need more explanation. Remember, if targeted, the position has to change in some way and cannot be refilled with the same grade/functions (i.e., abolishing or restructuring the position, returning an SES slot).
- **The template questions (Section 5) are the most important part from OPM’s perspective...** just answer the questions and answer them once. The other sections should help build your business case, but focus on Section 5. Keep the template questions in mind when writing those sections. No need to repeat information (can refer to previous information).
 - Question #3 and #4: just say “see attached chart” if the information is the same for both. All charts that are related should match in information (numbers and text)... therefore, limit the charts. Concentrate on the Targeted Positions/Maximum Approval Chart.

- Question #12 is about the number of involuntary actions you will expect to take if you **don't** have VERA/VSIP to assist you with your situation. Just state a number: "150 involuntary actions." Don't include vacancies/hires in the total numbers; only encumbered positions. Don't include voluntary actions.
- Watch out for contradictions in justification.
- Include language about reviews/analysis conducted by the agency/program office on workforce/positions/needs.
- First in, first approved selection method may cause problems especially if targeted positions are located in different time zones.

OMB Perspective:

- Focused on the numbers (FTEs, budget neutrality, costs and savings): make sure calculations add up and make sense from a budgetary standpoint.
- Focused on targeted and new FTEs/positions: how are you going to continue your mission, the number of and where the reductions are located, where the new/restructured positions are located.
- If program/function cuts across region/headquarters, will need to show that agency-level impacts have been considered.

Voluntary Early Retirement Authority and Voluntary Separation Incentive Payments Process Map

<i>Responsible Party</i>	<i>Actions</i>	<i>Timeframe</i>
1. Business Case Development		
OARM, OHR, Program Offices and Regional Offices	<p>Develop an organizational business case in consultation with servicing Human Resources Office/HR Shared Service Center and Program Management Official to include:</p> <ul style="list-style-type: none"> • background history and justification for EO/BO request • before and after organization charts • determine EO/BO population (e.g., % of workforce, occupations) • data on the targeted population • budget implications (ensuring strategy for budget neutrality) • obtain/gauge employee interest in EO/BO, e.g., survey or focus groups • review the OPM VERA and VSIP checklists to ensure that all areas are covered • prepare the EO/BO request in accordance with the OPM templates • develop criteria for EO/BO approval (i.e., which employees will be approved) 	
OARM, OHR, Program Offices and Regional Offices	<p>Data and information needed to support the business case:</p> <p>Organization’s Strategic Workforce Planning Staff & Management Officials, Servicing Human Resources Officer, and/or OHR- Human Capital Management Division – identify key drivers and factors influencing the</p>	

	<p>proposed strategy – strategic workforce/succession planning guidance</p> <p>Servicing Human Resources Office/Shared Service Center -- employment status and conditions of employment – severance pay calculations, year end salary payments, various budget scenarios, etc. – personnel, attrition and retirement eligibility data, etc. – collective bargaining agreement(s) requirements and procedures</p> <p>Office of Human Resources, Human Resources Policy Division – clarification on agency EO/BO policy and procedures</p>	
2. Consultation with the Office of Human Resources		
OHR and LERS	<ul style="list-style-type: none"> • Provide notification to unions • Prepare to conduct Impact and Implementation (I&I) bargaining, if applicable 	
OARM, Program Offices and Regional Offices	<ul style="list-style-type: none"> • Submit EO/BO draft request to the Human Resources Policy Division • Revise and modify EO/BO request as needed for approval 	
Office of Human Resources/ Human Resources Policy Division	<ul style="list-style-type: none"> • Review initial draft of EO/BO request to ensure compliance with regulations • Forward draft of EO/BO request to OPM/OMB for an informal review and comments • Consult with the Office of Personnel Management (OPM) Human Capital Office and the Office of Management and Budget (OMB) reviewer 	

3. Internal Coordination of Early Out/Buy Out Requests		
Office of Human Resources/ Human Resources Policy Division	<ul style="list-style-type: none"> • Coordinate EO/BO request through internal agency approval channels • Forward formal request to AA/OARM for review • Submit to Administrator's Office for review and approval/disapproval • Keep requesting organization & senior managers abreast of EO/BO status 	
OARM, OHR, Program Offices and Regional Offices	<ul style="list-style-type: none"> • Inform employees of EO/BO approval from OPM/OMB • Implement a communications strategy 	
4. External Coordination of Early Out/Buy Out Requests		
Office of Human Resources/ Human Resources Policy Division	<ul style="list-style-type: none"> • Deliver and coordinate EO/BO to OPM/OMB 	
Office of Personnel Management & Office of Management & Budget	<ul style="list-style-type: none"> • Advise on preliminary EO/BO request • Provide ongoing feedback and updates on regulatory requirements/changes for EO/BO requests 	
Office of Personnel Management	<ul style="list-style-type: none"> • Provide approval/disapproval letter to EPA Administrator 	
5. Implement Early Out/Buy Outs		
Office of Human Resources	<ul style="list-style-type: none"> • Notify stakeholders of approval/disapproval of EO/BO request 	
Human Resources Policy Division	<ul style="list-style-type: none"> • Provide copy of approval letter to appropriate stakeholders and Shared Service Centers 	
Servicing Human Resources	<ul style="list-style-type: none"> • Extend the EO/BO offer letter to employees of the requesting organization 	

Office/Shared Service Center	<ul style="list-style-type: none"> • Provide benefits counseling to employees • Offer pre-retirement seminars • Provide retirement annuity and severance pay calculations Notify employees of approval/disapproval of individual EO/BO applications • Process retirement applications & employee separations 	
Human Resources Policy Division	<ul style="list-style-type: none"> • Prepare and submit quarterly/final EO/BO reports to OPM 	

EXECUTIVE OVERVIEW

Early-Outs/Buy-Outs

(Voluntary Early Retirement Authority and Voluntary Separation Incentive Payment)

Discussion

What is the Voluntary Early Retirement Authority and Voluntary Separation Incentive Payment authority and how do they work?

Background

Early-Out or Voluntary Early Retirement Authority (VERA) allows agencies that are undergoing substantial restructuring, reshaping, downsizing, transfer of function, or reorganization to temporarily lower the age and service requirements in order to increase the number of employees who are eligible for retirement. The authority encourages more voluntary separations and helps the agency complete the needed organizational change with minimal disruption to the work force. By offering these short term opportunities, an agency can make it possible for employees to receive an immediate annuity years before they would otherwise be eligible.

Buy-Out or Voluntary Separation Incentive Payment (VSIP) Authority allows agencies that are downsizing or restructuring to offer employees lump-sum payments up to \$25,000 as an incentive to voluntarily separate. An agency may offer VSIP to employees who are in surplus positions or have skills that are no longer needed in the workforce who volunteer to separate by resignation, optional retirement, or by voluntary early retirement. By allowing employees to volunteer to leave the Government, agencies can minimize or avoid involuntary separations through the use of costly and disruptive reductions in force (RIFs). Buy-outs must be budget neutral.

OPM approval is required for an agency to offer early-outs or buy-outs. Agencies must submit a business case that outlines their plans. OPM approval generally takes 4-6 weeks and will stipulate a period of time during which the agency can offer early outs or buy-outs.

The agency's business case includes:

- Background history and justification for request
- Before and after organizational charts, as applicable
- Time period the incentives are available
- Data on the targeted population
- Anticipated budget impact
- Anticipated employee interest
- The maximum number of buy-outs to be offered
- Information about how the organization will operate without the eliminated or restructured positions and functions.

Employee Coverage

VERA

Upon approval, an employee who meets the general eligibility requirements may be eligible to retire early. The employee must:

1. Meet the minimum age and service requirements –

- At least age 50 with at least 20 years creditable Federal service, OR
 - Any age with at least 25 years creditable Federal service
2. Have served in a position covered by the OPM authorization for the minimum time specified by OPM (usually 30 days prior to the date of the agency request)
 3. Serve in a position covered by the agency's plan (i.e. title, series, grade, geographic location, etc.) and
 4. Separate by the close of the early-out period.

[Note: CSRS covered staff who take an early out will have their annuity reduced by 2% for every year they are under age 55. This reduction does not apply to FERS employees.]

Effect on subsequent employment:

Non-Federal: An annuitant is not subject to any restrictions regarding their annuity except that retirees covered under FERS who qualify for the annuity supplement could have the supplement reduced or discontinued due to an earnings limitation.

Federal: Employees are considered *reemployed annuitants*. The federal salary will be offset by the annuity amount unless the reemployed annuitant is granted a waiver by OPM or through the agency's delegated dual compensation waiver authority.

VSIP

When an agency has received approval from OPM to offer buy-outs, any employee who meets these general eligibility requirements may receive an offer. The employee must:

1. Be serving in an appointment without time limit
2. Be currently employed by the Executive Branch of the Federal Government for a continuous period of at least 3 years
3. Be serving in a position covered by an agency VSIP plan (i.e., in the specific geographic area, organization, series and grade)
4. Apply for and receive approval for a VSIP from the agency making the VSIP offer and
5. Not be included in any of the ineligibility categories listed below.

Employees in the following categories are not eligible for buy-outs. Employees who:

1. Are reemployed annuitants
2. Have a disability such that the individual is or would be eligible for disability retirement
3. Have received a decision notice of involuntary separation for misconduct or poor performance
4. Previously received any buy-out from the Federal Government
5. During the 36-month period preceding the date of separation, performed service for which a student loan repayment benefit was paid, or is to be paid
6. During the 24-month period preceding the date of separation, performed service for which a recruitment or relocation incentive was paid, or is to be paid and
7. During the 12-month period preceding the date of separation, performed service for which a retention incentive was paid, or is to be paid.

Effect on subsequent employment:

VSIP recipients who return to federal employment within 5 years of the date of the separation, including work under a personal services contract or other direct contract, must repay the entire amount of the VSIP to the agency that paid it - before the individual's first day of reemployment. OPM may waive the repayment at an agency's request under limited circumstances (i.e., employee is uniquely qualified/skilled or in an emergency when there is direct threat to life or property).

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
June 28, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	6/2/17
Provide draft request to OPM/OMB	6/16/17
Notify unions of V/V submission	6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	6/20/17
OPM/OMB approval	7/5/17
Notify unions of approval	7/6/17
Inform employees of approved, office-specific VERA/VSIP offerings	7/6/17
AAs/RAs send VERA/VSIP eligibility letters to employees	7/7/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
July 6, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communications (general notification for office and notice to employees in targeted positions) to NPMs/Regions; office-specific communications can be sent to employees AFTER approval is received	7/6/17
OPM/OMB approval	7/7/17
Notify unions of approval	7/7/17
Agreement with unions	7/10/17
AAs/RAs send general notification and notice to employees in targeted positions	7/10/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Message

From: Hart, Debbi [Hart.Debbi@epa.gov]
Sent: 6/27/2017 8:35:06 PM
To: Vizian, Donna [Vizian.Donna@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Terris, Carol [Terris.Carol@epa.gov]; Showman, John [Showman.John@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

I was assuming Loretta and me and Carol if she is available. Not sure about Linda/Wes—I think Kim is contacting them. I don't think Loretta can register until 6 but notified Andrea of that.

From: Vizian, Donna
Sent: Tuesday, June 27, 2017 4:10 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: Re: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Who is going tomorrow? Talked with Holly. She is going to pass.

On Jun 27, 2017, at 4:08 PM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

FYI—I RSVP'd.

From: Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Sent: Tuesday, June 27, 2017 11:45 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Hickey, Mike J. EOP/OMB [Ex. 6 - Personal Privacy] Mulligan, James S. EOP/OMB [Ex. 6 - Personal Privacy] Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Loretta,

We will be in the Old (Eisenhower) Executive Office Building, room [Ex. 6 - Personal Privacy]

Here is the link for building access: [https://\[Ex. 6 - Personal Privacy\]](https://[Ex. 6 - Personal Privacy])

Please have everyone who will attend fill out their information at that link by COB today so I can get the group cleared.

On the OMB end, it will be the environment branch- the various examiners who cover EPA and our branch chief Mike Hickey.

Thanks,

Andrea Grossman

Program Examiner, OMB Environment Branch
202-395-4756

From: Hunt, Loretta [mailto:Hunt.Loretta@epa.gov]
Sent: Tuesday, June 27, 2017 9:28 AM
To: Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Hickey, Mike J. EOP/OMB [Ex. 6 - Personal Privacy] Mulligan, James S. EOP/OMB [Ex. 6 - Personal Privacy] Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Andrea,

Who will be in attendance from OMB?

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Sent: Tuesday, June 27, 2017 9:19 AM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Hickey, Mike J. [Ex. 6 - Personal Privacy] Mulligan, James S. [Ex. 6 - Personal Privacy] Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Loretta,

Yes, 2 pm tomorrow will work. I'll work on reserving a conference room and will let you know when that is done and send you the link to have people cleared by building security.

Thank you,

Andrea Grossman
Program Examiner, OMB Environment Branch
202-395-4756

From: Hunt, Loretta [mailto:Hunt.Loretta@epa.gov]
Sent: Monday, June 26, 2017 6:00 PM
To: Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Hickey, Mike J. EOP/OMB [Ex. 6 - Personal Privacy] Mulligan, James S.

EOP/OMB: [Ex. 6 - Personal Privacy] Vizian, Donna <Vizian.Donna@epa.gov>; Showman, John <Showman.John@epa.gov>; Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>

Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Andrea,

Would 2 pm, 6/28/17, work?

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Sent: Monday, June 26, 2017 5:31 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>; McNeal, Detha <McNeal.Detha@epa.gov>; Kuhns, Jason <Kuhns.Jason@epa.gov>; Terris, Carol <Terris.Carol@epa.gov>; Hickey, Mike J. EOP/OMB [Ex. 6 - Personal Privacy] Mulligan, James S. EOP/OMB [Ex. 6 - Personal Privacy]
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

Loretta,

OMB would like to request a presentation from EPA on this VERA/VSIP proposal. We are hoping to get some insight into the broader strategy at play. This could also be an opportunity to informally ask some of our initial questions as we learn more about the package.

Would someone from EPA be available for a meeting this week (potentially Wednesday afternoon, recognizing the time sensitivity of the package)? I can reserve a conference room here at the New Executive Office Building and arrange for building clearance.

Thank you,

Andrea Grossman
Program Examiner, OMB Environment Branch
202-395-4756

From: Hunt, Loretta [<mailto:Hunt.Loretta@epa.gov>]
Sent: Thursday, June 22, 2017 6:52 PM
To: Hickey, Mike J. EOP/OMB [Ex. 6 - Personal Privacy] Mahoney, Michael J <Mike.Mahoney@opm.gov>; Snowden, Gregory A <Gregory.Snowden@opm.gov>; Coleman, Darrell E <Darrell.Coleman@opm.gov>; Thornton, Cathryn <Cathryn.Thornton@opm.gov>; Butler, Monica <Monica.Butler@opm.gov>; Grossman, Andrea L. EOP/OMB [Ex. 6 - Personal Privacy]
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>; McNeal, Detha <McNeal.Detha@epa.gov>; Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: RE: Update for EPA's VERA/VSIP business case and targeted positions Email 2 of 2

The document attached replaces document #3 sent on 6/16/17.

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Hunt, Loretta

Sent: Thursday, June 22, 2017 6:48 PM

To: 'Hickey, Mike J. EOP/OMB' [Ex. 6 - Personal Privacy] Mahoney, Michael J' <Mike.Mahoney@opm.gov>; 'Snowden, Gregory A' <Gregory.Snowden@opm.gov>; Coleman, Darrell E <Darrell.Coleman@opm.gov>; Thornton, Cathryn <Cathryn.Thornton@opm.gov>; Butler, Monica <Monica.Butler@opm.gov>; 'Andrea L. Grossman' [Ex. 6 - Personal Privacy] <Andrea.L.Grossman@epa.gov> [Ex. 6 - Personal Privacy]

Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>; McNeal, Detha <McNeal.Detha@epa.gov>; Kuhns, Jason <Kuhns.Jason@epa.gov>

Subject: Update for EPA's VERA/VSIP business case and targeted positions Email 1 of 2

OPM and OMB,

EPA's Region 9's office had to revise their information to remove one position. The documents attached should replace documents #4 and #6 that were sent on 6/16/17.

Thanks.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
June 23, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	6/2/17
Provide draft request to OPM/OMB	6/16/17
Notify unions of V/V submission	6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	6/20/17
OPM/OMB approval	7/5/17
Notify unions of approval	7/6/17
AAs/RAs send VERA/VSIP letters to employees	7/7/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
HR SSCs evaluate the wait list and send new offers for the number of slots that were declined by other employees/Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 5/12/2017 7:56:53 PM
To: 2017HQfirstassistants [2017HQfirstassistants@epa.gov]; 2017Regionfirstassistants [2017Regionfirstassistants@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Hunt, Loretta [Hunt.Loretta@epa.gov]; Gray, Linda [gray.linda@epa.gov]; Carpenter, Wesley [Carpenter.Wesley@epa.gov]; DAA-Career [DAACareer@epa.gov]; DRA [DRA@epa.gov]; ARA [ARA@epa.gov]
Subject: Workforce Reshaping follow up
Attachments: VERA- VSIP FAQ's Managers 5-12-17.docx; Agency Themes V-V 2017.xlsx; VERA VSIP Major Themes.xlsx

Hi Everyone,

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Two other things:

Ex. 5 - Deliberative Process

OPM's revised VSIP template addresses safe positions (attached, pg. 2, first paragraph):

The agency's targeted population chart, "... may include additional categories of employees beyond those whose positions are directly targeted for elimination/restructuring (i.e., positions that are not the main focus for reduction/restructuring/elimination, but which are included in the VSIP offering only to the extent that they may provide a placement for an employee whose position will be reduced/restructured/eliminated.)

Ex. 5 - Deliberative Process

Ex. 5 - Deliberative Process

Enjoy the weekend.

Donna

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
July 18, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communications (general notification for office and notice to employees in targeted positions) to NPMs/Regions; office-specific communications can be sent to employees AFTER approval is received	✓ 7/6/17
OPM/OMB approval	✓ 7/10/17
Notify unions of approval	✓ 7/10/17
Agreement with unions	7/12/17
AAs/RAs send general notification to all employees	✓ 7/12/17
AAs/RAs send notice to employees in targeted positions	✓ 7/13/17
VERA/VSIP Application Window Open	7/13/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17 8/4/17
Responses due back to SSC from RHRO/PMOs	7/31/17 8/8/17
Employee Selected/Non-selected Letters Sent	8/2/17 8/9/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17 8/10/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Ms. Diane Lynne
President, National Treasury Employees Union
Chapter 280
1200 Pennsylvania Ave NW
Mail Code: UN-200T
Washington, DC 20460

Dear Ms. Lynne:

Thank you for your letter to the Administrator, dated April 27, 2017, requesting broad implementation of Voluntary Early Retirement Authority (VERA) and Voluntary Separation Incentive Payments (VSIP). As management's designated representative, I am responding on behalf of the Administrator.

Per the President's Comprehensive Plan for Reforming the Federal Government and Reducing the Federal Civilian Workforce, dated April 12, 2017, agencies are charged with developing an agency reform plan and budget, which includes evaluating near-term workforce reduction actions.

Currently, ~~the~~ EPA is evaluating VERA/VSIP as an option to effect near-term workforce reductions. The ~~Agency~~ appreciates your suggestion that VERAs/VSIPs be applied broadly throughout the ~~agency~~EPA, and will take your recommendation into consideration when making final determinations on our path forward.

I thank you for your continued dedication to the agency and our employees. Please contact me if you have any further questions ~~at~~ [HYPERLINK "mailto:Corbett.krysti@epa.gov"] ~~or~~ (202) 564-6295.

Sincerely,

Krysti Corbett, Director
Labor and Employee Relations Division
Office of Human Resources

Message

From: Carpenter, Wesley [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=D84F6AA679F24F03990D7C6EB5CA0CAA-WCARPENT]
Sent: 3/23/2017 9:07:27 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]; Gray, Linda [gray.linda@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Workforce Assignment

Thanks, Loretta!!!

Wes

From: Hunt, Loretta
Sent: Thursday, March 23, 2017 5:07 PM
To: Gray, Linda <gray.linda@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Workforce Assignment

Reassignment document attached.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Gray, Linda
Sent: Thursday, March 23, 2017 3:42 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: RE: Workforce Assignment

I gave the attached documents to John and Donna.

Linda R. Gray
Director, Office of Human Resources
Office of Administration and Resources Management
Environmental Protection Agency
(202) 564-4606 phone
(202) 564-4613 fax

From: Hunt, Loretta
Sent: Wednesday, March 22, 2017 6:28 PM
To: Gray, Linda <gray.linda@epa.gov>; Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Workforce Assignment

Linda, per today's meeting

1. VERA/VSIP checklist is attached. This addresses Donna' question about what must be identified (series, grades, locations, etc.) in the agency's business case.
2. Competitive area and level overviews attached.
3. I need clarification on Donna's request about directed reassignments. There isn't a directed reassignment policy per se. The decision to effect a reassignment is a matter of management discretion except that: 1) reassignments to a position with greater promotion potential requires merit promotion procedures; and 2) there are BU implications.
4. Relocation is covered under travel and thus under OCFO's purview. An involuntary relocation is always regarded as "in the interest of the government" and payment of relocation expenses is required. The agency's relocation policy is attached.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

To: Hart, Debbi[Hart.Debbi@epa.gov]
From: Carpenter, Wesley
Sent: Thur 3/23/2017 9:04:14 PM
Subject: RE: OHR Eligibility Lists

OK.

From: Hart, Debbi
Sent: Thursday, March 23, 2017 4:57 PM
To: Carpenter, Wesley <Carpenter.Wesley@epa.gov>
Subject: FW: OHR Eligibility Lists

FYI—just got this. I think Gary knows!

From: Kuhns, Jason
Sent: Thursday, March 23, 2017 4:53 PM
To: Parker, Gary <parker.gary@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: RE: OHR Eligibility Lists

Here is the list for OHR. I just added a couple columns to the provided sheet.

Thanks,

Jason Kuhns

U.S. Environmental Protection Agency

Office of Human Resources

202-564-3236

kuhns.jason@epa.gov

From: Parker, Gary

Sent: Thursday, March 23, 2017 3:18 PM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>
Subject: FW: OHR Eligibility Lists

Jason,

Do you know the VERA/VSIP eligibility requirements, in order to run the newly requested report?

Mr. Gary Parker

Branch Chief, Workforce Planning

USEPA/OARM/OHR

(O) 202-564-7421

(M) Ex. 6 - Personal Privacy

From: Burbach, Joseph
Sent: Thursday, March 23, 2017 3:13 PM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Gray, Linda <gray.linda@epa.gov>
Subject: FW: OHR Eligibility Lists

Debbie/Gary

I was advised that PPTD (Jason) put the attached OHR retirement eligibility spreadsheets together (or provided the data sets).

We are looking to put a profile together that would expand the attached to reflect VERA and VSIP eligibility within OHR. I have seen a couple of different versions at the EPA office level and for SESers, one that reflects simply the current VERA and VSIP eligibility status and the other that reflects date of VERA eligibility (more comprehensive).

Can you rerun or add this information to the attached to provide an expanded profile to address potential VERA and VSIP.

Thanks

Joseph Burbach

Senior Advisor

Office of Human Resources

U.S. Environmental Protection Agency

(202) 564-7783

From: Brown, Wendy
Sent: Wednesday, March 15, 2017 3:57 PM
To: Burbach, Joseph <burbach.joseph@epa.gov>
Subject: OHR Eligibility Lists

Joe,

Sorry for the delay. I hope this is what you needed. I didn't get a chance to break down some of the data.

- By the end of FY17- 24 employee will be or are eligible to retire
- By the end of FY18- 8 employees who will be eligible to retire

I did not get a chance to review the spreadsheet by division but a glance, PPTD could potentially lose 10-15 employees by the end of FY18.

By the way, I have created a Senior Advisor Folder- G:\HR\HR- ADMIN\SENIOR ADVISOR FOLDER

Anything I create for you will be housed there.

Let me know if you have any questions.

WB

Wendy C. Brown

Special Assistant to the Immediate Office

Office of Human Resources

U.S. Environmental Protection Agency

WJC North-5340-L

202-564-0909 office

Ex. 6 - Personal Privacy mobile

Brown.Wendy@epa.gov

Message

From: Burbach, Joseph [burbach.joseph@epa.gov]
Sent: 3/23/2017 6:54:17 PM
To: Gray, Linda [gray.linda@epa.gov]
Subject: RE: Retirement Eligibility Snapshots

I will reach out to him

Joseph Burbach

Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

From: Gray, Linda
Sent: Thursday, March 23, 2017 12:45 PM
To: Burbach, Joseph <burbach.joseph@epa.gov>
Subject: RE: Retirement Eligibility Snapshots

Debb's group did it. Jason kuhns.

Linda R. Gray

Director, Office of Human Resources
Office of Administration and Resources Management
Environmental Protection Agency
(202) 564-4606 phone
(202) 564-4613 fax

From: Burbach, Joseph
Sent: Thursday, March 23, 2017 12:38 PM
To: Gray, Linda <gray.linda@epa.gov>
Subject: RE: Retirement Eligibility Snapshots

Need to get a data set for OHR that identifies, retirement eligibility as well as well as VERA and VISP eligibility (similar to what was provided for the SESers and OARM). Not sure who ran these reports, do you know the source (SSC, PPTD or other)?

Should request a breakout from group that prepared the OARM summary (forwarded by John) for OHR by name, series, title and org code (to sort by division).

Joseph Burbach

Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

From: Gray, Linda
Sent: Thursday, March 23, 2017 11:58 AM

To: Burbach, Joseph <burbach.joseph@epa.gov>

Subject: Re: Retirement Eligibility Snapshots

Great job!! Can we do add a column for VERA/VSIP for OHR?

Sent from my iPhone

On Mar 17, 2017, at 9:12 AM, Burbach, Joseph <burbach.joseph@epa.gov> wrote:

FYI ---

- Below is as snapshot of the SES workforce with respect to retirement eligibility and early out potential based on data that was provided.
- Attached is information and data concerning OHR workforce retirement eligibility. Note that division data based on organization code does not reflect correct alignment for some staff.

This provides some perspective but does not reflect attrition trends or reflect comprehensive workforce assessment or succession.

Let me know if you have any questions.

Joseph Burbach

Senior Advisor

Office of Human Resources

U.S. Environmental Protection Agency

(202) 564-7783

EPA SES Workforce Data Overview/Observations

- Over one-third of the current EPA SES workforce (88 of 257 employees) is currently eligible to retire based on their date of retirement eligibility.
- Approximately 62 percent of the current EPA SES workforce (105 of 169 employees not currently eligible for retirement based on their date of retirement eligibility) would meet eligibility requirements for an early out if offered (based on age and years of service).
- Collectively, approximately 75 percent of the current EPA SES workforce (193 of 257 employees) is either currently eligible to retire based on their date of retirement eligibility or would meet eligibility requirements for an early out if offered.

EPA SES Workforce Retirement Eligibility Profile

Status	Number	Percentage of Workforce
Retirement Eligible	88	34.2%
Retirement Eligible in CY 2017	22	8.6%
Retirement Eligible in CY 2018	15	5.8%
Retirement Eligible in CY 2019	25	9.7%
Retirement Eligible CY 2020 or Beyond	107	41.6%
Total Current Onboard Employees	257	

EPA SES Workforce Early Out Eligibility Profile

Status	Number	Percentage of Workforce
Early Out Eligible	105	62.1%
Early Out Eligible in CY 2017	5	3.0%

Early Out Eligible in CY 2018	9	5.3%
Early Out Eligible in CY 2019	5	3.0%
Early Out Eligible CY 2020 or Beyond	45	26.6%
Total Current Onboard Employees	169	

<OHR Retirement Profile.docx>

<OHR RET ELIGIBLE BY DATE-3-15-17.xlsx>

Message

From: Burbach, Joseph [burbach.joseph@epa.gov]
Sent: 3/23/2017 4:38:18 PM
To: Gray, Linda [gray.linda@epa.gov]
Subject: RE: Retirement Eligibility Snapshots

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Joseph Burbach

Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

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Joseph Burbach

Senior Advisor
Office of Human Resources
U.S. Environmental Protection Agency
(202) 564-7783

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<OHR Retirement Profile.docx>

<OHR RET ELIGIBLE BY DATE-3-15-17.xlsx>

American Federation of Government Employees
Council 238

July 20, 2017

Robert D. Coomber
Senior Labor Attorney
Labor and Employee Relations Division
USEPA Headquarters
William Jefferson Clinton Building
1200 Pennsylvania Avenue, N. W.
Washington, DC 20460

Dear Mr. Coomber:

The American Federation of Government Employees (AFGE) Council 238 received official notice on the Office of Management and Budget (OMB) and the Office of Personnel Management (OPM) approval of EPA's Voluntary Early Retirement Authority/Voluntary Separation Incentive Payment (VERA/VSIP) Program on July 10, 2017. In accordance with Article 40 of the Master Collective Bargaining Agreement (MCBA) between EPA and AFGE, Council 238 is invoking a "Demand to Bargain" over EPA's VERA/VSIP program. It is Council 238's position that the implementation of EPA's VERA/VSIP program would impact working conditions involving AFGE's bargaining unit employees covered by the MCBA.

Council 238 demands to bargain over the impact and implementation resulting in procedural changes and any appropriate arrangements required to implement EPA's VERA/VSIP program. The union representatives for this negotiations are Gary Morton, Mike Mikulka, Natasha Greaves, Clovis Steib, and Dr. Priscilla Oliver.

Sincerely,

Gary Morton,
Council 238 Sergeant-at-Arms

Cc: Krysti Corbett, Director, Labor and Employee Relations Division
John O'Grady, President, Council 238
Linda R. Gray, Director, Office of Human Resources
Denise Morrison, Executive Vice President, Council 238

DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
June 28, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communication to NPMs/Regions that can be populated with final, office-specific VERA/VSIP information; office-specific communications can be sent to employees AFTER approval is received	7/6/17
OPM/OMB approval	7/7/17
Notify unions of approval and office-specific communications released	7/10/17
AAs/RAs send VERA/VSIP eligibility letters to employees	7/10/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

MEMORANDUM

SUBJECT: Update on Voluntary Separation Incentive Payment (VSIP) and Voluntary Early Retirement Authority (VERA) Opportunities

FROM: Mike Flynn
Acting Deputy Administrator

TO: All EPA Employees

On June 1, 2017, I announced that the agency had begun a workforce reshaping effort in which headquarters and regional offices were reviewing their current organizations and analyzing where they can achieve efficiencies. On June 16, 2017, the agency submitted its draft request to the Office of Personnel Management and the Office of Management and Budget to use VERA (also known as early-out) and VSIP (also known as buy-out) where it makes sense and where it is aligned with these efficiencies.

Our agency-wide business case for VERA/VISIP reflects multiple factors including increasing the staff to supervisor ratio; consolidating and streamlining functions; restructuring or reducing highly graded supervisory and non-supervisory positions; and, focusing on core business functions, programmatic and STEM (science, technology, engineering and mathematics) priorities.

We expect to hear from OPM and OMB on our request by late June. In the interim, agency management will share with employees information on the grades, occupational series, and geographic locations within their organization that is included in the VERA and VSIP request. We expect a limited number of employees will be offered VERA/VSIP, and those who accept a VERA/VSIP offer must leave the agency by early September. The decision to take advantage of a VERA or VSIP is entirely voluntary.

Throughout this process, we will be working with our union partners. We will provide more details as they become available. Thank you again for your support as we work through this together.



**U.S. Environmental Protection Agency
Request for
Voluntary Early Retirement Authority
and
Voluntary Separation Incentive Payments
for the
Office of Administration and Resources Management**

- I. Introduction**
- II. Background**
- III. Reshaping the Workforce**
- IV. Budget Neutrality**
- V. Combined Request for Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (VERA)**

Attachments:

- 1 – Current Organization Chart**
- 2 – New Organization Chart**
- 3 – Targeted Positions and Maximum Offers by Series, Grade, Organization and Function (Support, Programmatic and Supervisory)**

U.S. Environmental Protection Agency
Request for
Voluntary Early Retirement Authority
and
Voluntary Separation Incentive Payments
for the
Office of Administration and Resources Management

I. Introduction

In accordance with Section 1313(b) of the Chief Human Capital Officer's Act of 2002, the U.S. Environmental Protection Agency (EPA) is requesting approval authority through January 31, 2015, for the use of Voluntary Early Retirement Authority (VERA/Early-Out) and Voluntary Separation Incentive Payments (VSIP/Buy-Out). The Office of Administration and Resources Management (OARM) will use these authorities to accomplish the following results:

- **Reshape the administrative workforce to reflect changes in programmatic direction, strengthen technical expertise, and reduce administrative support positions.**
- **Reshape the grants management workforce to handle the continual changes in grants regulations.**
- **Reshape the financial auditing section of the Office of Acquisitions Management to assist with the development of Centers of Expertise.**
- **Reshape the human resources workforce to support HR LoB, streamlining of policy development, and increased workload in labor and employee relations.**
- **Reshape the facilities management workforce across OARM to align with a need for more specialty technical skills rather than generalist.**

OARM has 743 permanent employees. The VERA/VSIP plan targets 208 positions: 112 positions in support job series and 96 positions in programmatic series. As noted in section III, targeting decisions were made by senior managers based on the specific mission needs required to reshape and reposition the organization by correcting competency gaps necessary to meet federal and agency mandates. The maximum number of VERA/VSIPs to be offered is **107** as shown in attachment 3. Decisions on which employees may be authorized VERA and VSIP will be based on the employee's permanent official division, position of record, occupational series, and grade level. Decisions about who receives VERA and VSIP will be prioritized based upon the employee's official Service Computation Date-LEAVE; with precedence given to those with the highest years of combined service at the EPA should two or more applicants within a VERA and VSIP eligible category have the same Service Computation Date-LEAVE.

II. Background

The EPA was established in 1970 to protect human health and the environment. The agency's mission was initially delineated in thirteen different environmental statutes which addressed air, water and waste media. Administrative support for all agency programs, employees, and facilities is centralized in a single non-media based organization led by an appointed Assistant

Administrator. This organization is known as the Office of Administration and Resources Management.

The OARM is made up of offices that include, the Office of Administration (OA), Office of Acquisition Management (OAM), OARM-Cincinnati, OARM-RTP, Office of Diversity, Advisory Committee Management and Outreach (ODACMO), Office of Grants and Debarment (OGD), Office of Human Resources (OHR), and the Office of Policy and Resources Management (OPRM). The OARM's functional responsibilities include management policy, strategic direction, and administrative support for procurement operations, grants operations, facilities management, and human resources management, including diversity inclusion and outreach. OARM's 743 positions are located in Washington, D.C., Cincinnati, Ohio, and Durham, North Carolina.

Over time, the work required of OARM has become less transaction-based and more strategic in partnership with agency-wide goals and priorities. This proposal is intended to transform OARM into a modern, high performing organization through new focus, skills, tools, and technologies. OARM must ensure that its workforce has the right skills and capabilities, efficient and responsive business processes, technical tools and information, and a supportive physical infrastructure to respond effectively to increasingly complex environment problems and solutions. The need to address these disparate challenges in combination with reduced resources compels OARM to look at its internal processes for improvements and efficiencies. OARM plans to use this VERA/VSIP request as a catalyst to ensure success and to better serve the agency.

The Office of Administration (OA) took part in the agency's first round of VERA/VSIP and was able to achieve **twelve (12)** employee separations. While this provided a good start to the OA's plans of reshaping its workforce, the OA would like to use this opportunity to continue and expand its offers increasing the likelihood of success long term.

There are **three (3)** elements that comprise the need for change within OARM. These include:

Transitioning to a More Programmatic Focus

The OARM's current organizational structure was designed to optimize the performance of our traditional operational activities. However, a recent change in focus, emanating from the EPA's FY 2014 – 2018 Strategic Plan, which provides a blueprint for accomplishing the agency's priorities, requires the OARM to realign, reshape, restructure and rebalance. Implementation of this VERA/VSIP request will allow OARM to realign organizational and personnel activities from general support services to essential programmatic functions required for meeting agency strategic goals, as well as new and expanded agency priorities and federal environmental and programmatic mandates.

The agency Strategic Plan includes the following high-level goals:

1. Addressing Climate Change and Improving Air Quality,
2. Protecting America's Waters,
3. Cleaning Up Communities and Advancing Sustainable Development,
4. Ensuring the Safety of Chemicals and Preventing Pollution,

5. Protecting Human Health and the Environment by Enforcing Laws and Assuring Compliance.

Complementing these goals are four supporting cross-agency strategies which require the OARM to shift emphasis from conducting basic administrative activities to managing agency-level priorities directly related to a more strategic focus on programmatic work. The cross-agency strategies are:

1. Working Toward a Sustainable Future
2. Working to Make a Visible Difference in Communities
3. Launching a New Era of State, Tribal, Local, and International Partnerships
4. Embracing EPA as a High-Performing Organization

OARM must play a central role in establishing EPA as a high performing organization. As such, “Embracing EPA as a High-Performing Organization” is a particularly strong driver of change in OARM. Its dual focus is to 1) develop employees and a supportive work environment and 2) streamline and modernize business processes. In response, OARM is striving to cultivate a highly skilled and diverse workforce and a flexible work environment with tools that enable employees to do their best work. We are developing smarter policies and streamlining the agency’s internal business processes through the application of cutting edge business techniques in areas such as grants management, acquisition, and hiring to enhance collaboration, improve efficiency and effectiveness, reduce costs, and provide better customer service to agency partners and the American public.

Other cross-agency strategies focused on healthy communities and sustainability also compel OARM to lead the agency in additional new areas. To support and make a visible difference in healthy communities, OGD is working with agency partners to develop policies and programs that will enhance the delivery of EPA grant resources to communities, OAM is helping the agency work toward a sustainable future by improving EPA’s ability to make sustainable purchasing decisions while OA is developing sustainable workplace choices that can be routinely practiced by agency employees. OA is also responding to requirements for further reductions in EPA’s environmental footprint by increasing energy efficiency, reducing greenhouse gas emissions, advancing water conservation, and reducing waste. To support these changes in program focus, the OARM must alter its personnel competencies which have not kept pace. There are too many obsolete and high graded support positions and not enough essential analytical and technical skills within the OARM workforce.

A notable example of how EPA’s skill mix has not kept pace with evolving requirements and program priorities is found in the necessity for the EPA and OARM’s Office of Administration to advance sustainable development, prevent pollution and internally comply with environmental laws in its portfolio of facilities and laboratories. This change in focus is also directed by a multitude of recent federal legislation, executive orders and directives which place stringent demands on the agency for reduced emissions of greenhouse gases, greater conservation, improved resource stewardship and sustainability in its operational activities. While the OARM is responsible for much of the work included in the agency Strategic Sustainability Performance Plan, it does not currently have the necessary technical and professional capabilities and skill mix for full and effective implementation.

Other changes in program focus emanate from the agency-wide effort to take advantage of new technologies and streamline internal business processes, many of which are managed by offices across OARM. Specifically, as part of our effort to become a high performing organization, OARM is designing and has begun rolling out new systems and business processes to increase efficiency and improve effectiveness in many of our core operational areas. A key example of this work is the integration of EPA's human resources and payroll processing systems to the Interior Business Center. Under its "Centers of Expertise" initiative, OAM is evaluating, refining and reengineering EPA's contracting processes and systems to be more efficient and effective, and better aligned with the agency's mission and goals. OGD will be developing a new, technologically superior grants management system as the agency works to replace the outdated Lotus Notes-based Integrated Grants Management System. OA will be deploying a new property management system to more effectively manage the agency's assets, and is undertaking the long-term roll out of a new space standard across the country which will yield substantial savings in rent as well as reductions in energy use and greenhouse gas emissions.

OARM currently has a collection of obsolete and senior level administrative positions such as management and program specialist (0301) secretary (0318), administrative clerk (0326), program manager (0340), and program and management analyst (0343) positions. These positions need to be transitioned to administrative positions with more analytical skill and technical positions including electrical engineers (0850), environmental engineers (0819), environmental protection specialists (0028), civil engineers (0810), human resources specialists (0201), contract specialists (1102), and grants specialists (1109). The absence of positions with expertise and experience in technical disciplines will make it difficult for the OARM to accomplish the many daunting task that were highlighted above.

The OARM's skill mix deficiencies are severe and can be addressed by the OARM VERA/VSIP proposal to enable EPA to reshape the delivery of its essential services.

The Evolution of Grants Management

The past ten years have seen dramatic changes in the expectations and responsibilities of grants management specialists. This is illustrated by major new requirements issued by OMB related to transparency, improved reporting of spending, and government-wide grant rules, as well as OPM's conversion of grants specialists from the "General Business and Management" 1101 series to a new grants management specialist 1109 occupational series.

The increased complexity of work in the 1109 series demands a new skill set for specialists carrying out policy, training and compliance functions. This includes demonstrated expertise in the following key areas: financial management, auditing and accounting; dispute resolution; statistical sampling; internal controls; interpreting/applying detailed government-wide policies; and the technical ability to navigate sophisticated IT tools for compliance, reporting and training purposes. OGD will use the attrition gained by VERA and VSIP to obtain the skills necessary to manage EPA's multi-billion grants investment in accordance with the highest fiduciary standards.

With the issuance of OMB Memo 12-02 on Suspension and Debarment, agencies are expected to have dedicated staff with the right skills to aggressively pursue suspension and debarment cases (S&D) cases. One of the major functions of a successful S&D program is to conduct compliance monitoring of administrative agreements with large companies. These agreements contain legally binding terms and conditions requiring companies to follow responsible business practices when receiving federal contracts or grants.

The skills needed by GS-1109 staff to properly oversee these agreements have markedly increased in complexity over the past ten years, with a newfound emphasis on leveraging technology and sophisticated databases to detect fraud and non-compliance. OGD will use the attrition gained by VERA and VSIP to obtain the skills necessary for a vigorous S&D compliance program by obtaining four positions within the 1801 Enforcement and Compliance series.

The Development and Implementation of the OAM's Centers of Expertise and Strategic Sourcing

The Office of Acquisition Management is in the process of developing a new service delivery model known as Centers of Expertise (COE). This model will improve service delivery throughout the agency and standardize operating procedures across the agency's thirteen (13) contracting offices. The COE effort is designed to help the OARM deal with decreased federal resources while the rest of the agency increasingly turns to contract vehicles to meet its core mission. The Centers of Expertise in Contracting study found significant opportunities to save money while increasing the efficiency and effectiveness of the acquisition function at EPA. Developing expertise through alignment of the acquisition staff by commodity or customer will ultimately result in additional cost savings while improving the level of service provided.

In addition to establishing COE, the OAM will be shifting its focus to strategic sourcing. Strategic sourcing involves consolidating agency purchasing around commodities and leveraging the buying power of the agency as a whole rather than by program or region. Based on a preliminary assessment, there is currently an opportunity to save \$30M-\$60M every year through strategic sourcing if we work collaboratively to take advantage of the identified strategic sourcing opportunities, e.g., cellular service, lab supplies, lab equipment, remediation services, printers, etc. The OAM hopes these tools will prepare the EPA for the procurement challenges of the future while better utilizing existing resources.

III. Reshaping the Workforce

The OARM VERA/VSIP proposal will be used to: realign the workforce from general support services to essential programmatic activities necessary for meeting the agency's strategic goals and expanded federal requirements; correct significant competency gaps by creating a limited number of new positions in some current and some new job series to recruit for necessary skill sets; acquire the skills necessary to respond to new security requirements; restructure, reorganize, and eliminate layering in the organization while reducing the personnel staffing number and needed supervisory requirements; and reduce and rebalance the currently skewed, high-level grade structure by general targeting for separation the GS-13 and above levels, while recruiting

at generally lower grade and career ladder levels. These actions will allow us to incorporate new and enhance available competencies and concentrate and redistribute duties in fewer staff according to complexity and grade requirements, ultimately reshaping the workforce, right-sizing the OARM, saving significant personnel costs, and improving overall organizational productivity and performance. The tables in Attachment 3 compare the targeted positions with the positions that will be recruited to address the skill gaps described below. The tables reflect the full performance level (FPL) of each position and the OARM will look to hire at the entry level where possible.

- **Realign organizational and personnel activities from general support services to essential programmatic functions required for meeting agency strategic goals, as well as new and expanded agency priorities and federal environmental and programmatic mandates.**

The OARM Immediate Office and Office of Policy and Resources Management is realigning its organizational structure to place greater programmatic focus on priority areas and achieve a better distribution of budgetary and staffing resources, thereby resulting in enhanced operational efficiencies. Attachment 1 shows the current organization chart and attachment 2 shows the new organization chart.

The OARM's plan is to reshape its workforce competencies by transitioning from obsolete administrative positions to more analytical administrative positions and acquiring much-needed technical skills in programmatic positions. The targeted positions and resulting separations will create a limited number of new position vacancies.

- 4 positions in the 0301 General Administrative series at the GS-13, GS-12, and GS-11 levels with a maximum of 4 offers
- 1 position in the 0318 Secretarial series at the GS-09 level with a maximum of 1 offer
- 1 position in the 0341 Administrative Officer series at the GS-12 level with a maximum of 1 offer
- 5 positions in the 0343 Program Analyst series at the GS-15 and GS-12 levels with a maximum of 5 offers
- 1 position (located in RTP) in the 2210 IT Specialist series at the GS-13 level with a maximum of 1 offer

The OARM will transition these obsolete series to more general analytical and technical series to assist in the development of much needed policies for the organization support the organization's more technical functions. The majority of these positions are located in the organization's front office and staff offices. There will also be four (4) positions hired in the IT series to address much needed skill gaps in IT security. The IT positions will be filled by applicants with IT security experience rather than the software and hardware support experience of the OARM's current staff. The OARM will plan to rehire the following positions to meet these needs.

- 1 position in the 0303 Administrative Analyst series with an FPL of GS-07
- 10 positions in the 0343 Analyst series with an FPL of GS-12, 13, and 14
- 4 positions in the 2210 IT Specialist series with an FPL of GS-12 and 13

- **The Office of Grants and Debarment (OGD) is reshaping its workforce to face the changing landscape of federal grants administration**

As stated above, the OGD is facing an evolution in grants management driven by changes in OMB guidelines as well as federal statutes. This change has challenged the OGD to look internally in how it delivers service and address skill gaps. This VERA/VSIP package provides the OGD with the tool it needs to address some of these skill gaps. The OGD will target the following positions:

- 1 position within the 303 general support series with a maximum of 1 offer
- 26 positions with the 1109 technical series with a maximum of 7 offers

The eight (8) offered positions will be restructured. Specifically, the OGD will seek to fill the eight positions at a lower grade since the work no longer requires the higher level 1109 work. They will also repurpose positions to handle grants compliance issues and management of their IT systems.

- 2 positions within the 0343 series to perform compliance functions with an FPL of GS-12
- 4 positions within the 1801 enforcement and compliance series with an FPL of GS-12
- 1 position within the 0510 accountant series with an FPL of GS-12
- 1 position within the 2210 IT specialist series with an FPL of GS-12

- **The Office of Acquisition Management (OAM) is reshaping its workforce to prepare for a move to *Centers of Expertise* and more fully leverage strategic sourcing.**

The Office of Acquisition Management will be utilizing VERA/VSIP to reshape the acquisition workforce in support of the organization's reorganization efforts. Under the reorganization, OAM will be increasing emphasis on strategic sourcing, strategic planning, and workload and workforce planning. In addition, OAM will be realigning its operational components around the supplies and services being acquired or the mission for which those supplies or services are being acquired in order to enhance the skills of OAM's acquisition workforce through more specialized knowledge and experience. In order to achieve the desired end state, OAM will be eliminating the designated 1102 positions vacated via the VERA/VSIP and any positions that are filled must have the following core competencies:

- Knowledge of commodity management, spend analytics, federal acquisition regulations/policies/procedures
 - Skill in analyzing market trends, performing spend analyses, establishing baseline spending levels
 - Ability to facilitate integrated project teams, establish and monitor performance metrics related to items which have been strategically sourced, and conduct extensive change management activities.
- 25 positions within 6 general support series with a maximum of 8 offers
 - 28 positions within 3 technical series with a maximum of 13 offers

The OAM hopes to use the VERA/VSIP as a means to reduce the number of positions and refocus from *Procurement Analyst* to more technical *Contract Specialist* as well as the more business focused 1101 series.

- 6 1102 *Contracts Specialist* with an FPL of GS-12
- 3 1101 *General Business Analyst* with an FPL of GS-13

- **The Office of Human Resources (OHR) and the Human Resources Shared Service Centers located in Cincinnati, OH and Durham, NC are reshaping their workforces as result of our migration to the Shared Service Center model and the objective of becoming and supporting a high performing organization.**

In 2008, the agency transitioned to a Shared Service Center model, standing up three geographically separate SSCs that were located outside of the EPA's Washington, DC, headquarters offices. At that time, VERA/VSIP authority was obtained and offered to the many HR specialists physically located in our Washington, DC headquarters offices. Unfortunately, few employees were in a position to accept a VERA or VSIP offer and only one headquarters employee agreed to relocate to one of the SSCs. The preponderance of employees remaining at headquarters were absorbed across multiple OHR divisions and through the organization's best efforts were assigned duties encompassing HR advisory services including classification/compensation, training, information systems and policy development. As OHR continues its transition towards a human capital/strategic partner model, even greater demand for analytic skills and strategic consultative abilities are required so that the organization may successfully advise and guide its senior management as well as program and regional office customers on more complex human capital focus areas including skills optimization, workforce planning, performance culture development and labor/employee relations advisory services.

To facilitate the foregoing maturation process, OHR is in the process of completing a comprehensive reorganization that will consolidate related functions within specific divisions, accelerating collaboration and connectivity of human capital areas. OHR's reorganization will combine HR policy, training/talent management, recruitment and workforce planning under one large division. Other divisions will absorb and combine remaining functions. This effort will promote stronger partnerships and build greater strategic capacity as the organization fully realizes the synergies and connections of its related functions. OHR will also require the use of VERA/VSIP authorities as we mature and restructure existing positions to obtain the skills and competencies required to be a high performing, strategic partner for all areas of human capital. Some of the desired skills and competencies, not always present in the current OHR headquarters workforce, include strong oral and written communications skills, strategic consulting ability, and strategic thinking.

In the Washington, DC headquarters HR organization, the model for employee performance is that of a consultant and strategic partner for EPA program and regional offices. This model is consistent with OPM's maturation model and reflects EPA's vision for achieving the agency's cross-cutting strategic plan objective of becoming a high performing organization. OHR is identifying 26 headquarters positions viewed as transaction focused to ensure the organization

can develop staff performing in an HR advisory role. The proposed change will allow OHR to meet agency expectations for a more advisory-oriented human resources organization. The proposal will target 21 general support positions with 12 offers to address this deficiency.

Washington, DC

- 21 positions within 6 general support series with a maximum of 12 offers
- 1 position with the 201 technical series with a maximum of 1 offer

The OHR will repurpose these positions to more programmatic policy and labor and employee relations (LER) focused in order to address the current skills gaps. This will allow OHR to better act as the Agency's national program manager for HR policy, LER, and chief advisor on HR issues. The OHR plans to address these needs with the following hires:

- 8 positions in the 0201 HR Specialist series with an FPL of GS-12 and 14
- 2 positions in the 0905 Attorney Advisor series with an FPL of GS-14
- 3 positions in the 1750 Instructional System Specialist Series with an FPL of GS-14

Cincinnati, OH

- 1 position within the 0201 series with a maximum of 1 offer

In Cincinnati, the position provides training support to local EPA-Cincinnati employees/managers and position classification support to the HRSSC. Upon removal of the Training Officer role, which has evolved from hands on training and development to one of review and approval of training requests, other duties in the position description do not support a full time workload or the classification of a GS-14. Human Resource Specialists in the HRSSC performing classification duties have a full performance level of GS-12 unless they have Team Lead responsibilities. A senior level specialist is no longer needed and the HRSSC will look to recruit up to two (2) HR Specialist 0201s with an FPL of GS-12.

The human resources shared service center (HR SSC) in RTP, NC has seen a shift in workload as the agency's head count has shrunk since 2011. While there has been a decrease in hiring, a steady dose of internal actions such as details and reassignments have shifted staffing requirements. The RTP HR SSC would offer positions in employee development and benefits in order to free up positions for classification.

Durham, NC (Research Triangle Park)

- 5 positions within the 0201 series with a maximum of 2 offers

The VERA/VSIP would afford the RTP SSC the opportunity to realign resources by reducing the number of supervisors and realigning positions to meet needs in classification thus filling skill gaps and achieve efficiencies. The RTP HR SSC will recruit up to two (2) HR Specialist with an FPL GS-201-12 to meet needs in classification.

- **The Office of Administration (OA) and OARM offices located in Cincinnati, OH and Durham, NC, are refining the way they manage EPA owned facilities and ever more complex building systems requiring technical expertise outside the current workforce.**

The OARM is responsible for the management and operations of EPA's facilities, both owned and leased. There are OARM operations in Washington, DC, Cincinnati, OH, and Durham, NC. Each of these operations faces unique challenges and responsibilities. With the increased emphasis on both physical and personnel security, OA headquarters is in the process of realigning staff to meet this need. The OA is also tasked with a comprehensive space reduction across the EPA's portfolio that requires new technical skills not already in-house. The EPA owns the facilities operated by OARM in Cincinnati and Durham. These facilities have highly technical building automation systems with over 100,000 control points which require highly technical engineers to direct on-site building maintenance staff as well as trouble shoot complex building issues. System engineers with greater IT backgrounds are needed to help EPA operate the facilities of the future. The VERA/VSIP plan laid out below provides the OARM with a better opportunity to align skill sets and ensure the agency meets its sustainability and energy mandates.

Headquarters

- 44 positions within 8 general support series with a maximum of 27 offers
- 25 positions with the 5 technical series with a maximum of 8 offers

Cincinnati, OH

- 7 positions within 4 general support series with a maximum of 5 offers
- 4 positions with the 2 technical series with a maximum of 2 offers

Durham, NC

- 7 positions within 4 general support series with a maximum of 7 offers
- 2 positions within the 0801 technical series with a maximum of 2 offers

Each location will look to upgrade the skills of their facilities workforce with a more technical and engineering focus. The OARM is faced with addressing emerging environmental changes to infrastructure and operations (green building, climate change, energy policy, reducing our footprint). The OARM will address these emerging skill gaps by recruiting the following positions:

Headquarters

- 1 positions within the 0018 Safety and Occupational Health series with an FPL of GS-09
- 4 positions within the 0028 Environmental Protection Specialist series with an FPL of GS-09, 11, and 12
- 1 positions within the 0080 Security Specialist series with an FPL of GS-09

- 1 positions within the 0110 Economist series with an FPL of GS-09
- 9 positions within the 0343 Program Analyst series with an FPL of GS-09, 11, and 12
- 2 positions within the 0690 Industrial Hygienist series with an FPL of GS-11 and 13
- 1 positions within the 0803 Safety Engineer series with an FPL of GS-09
- 3 positions within the 0819 Environmental Engineer series with an FPL of GS-12
- 2 positions within the 0830 Mechanical Engineering series with an FPL of GS-11 and 12
- 2 positions within the 0850 Electrical Engineering series with an FPL of GS-11
- 1 position within the 1082 writer/editor series with an FPL of GS-11
- 1 positions within the 1103 Industrial Property Management series with an FPL of GS-09
- 1 positions within the 1170 Realty Specialist series with an FPL of GS-09
- 3 positions within the 1176 Building Manager series with an FPL of GS-09, 11, and 12
- 1 position within the 1640 technical series with an FPL of GS-09
- 2 positions within the 2000 technical series with an FPL of GS-09

Cincinnati, OH

- 2 positions within the 2000 technical series with an FPL of GS-12

Durham, NC

- 1 position within the 0028 Environmental Protection Specialist series with an FPL of GS-12
- 2 positions within the 0830 Mechanical Engineering series with an FPL of 12 and 14
- 1 position within the 0850 Electrical Engineering series with an FPL of GS-12
- 5 positions within the 1640 technical series with an FPL of GS-12

IV. Budget Neutrality

This request for VERA and VSIP authority, if approved, will be conducted so that no funds or resources other than those appropriated for use in FY 15 will be used or required.

As mandated by the Office of Management and Budget for early-out/buy-out requests, the OARM's request certifies that the early-out/buy-out will be budget neutral. This means the early-out/buy-out authority will not result in any increased costs above the current or future FY appropriations to pay for the costs incurred for buy-out cash payment, annual leave cash payouts, or any other costs, including those associated with refilling the resulting vacancies.

The following tables detail calculations showing how the OARM has assured budget neutrality in the proposal for FY 15. The direct maximum costs associated with VERA and VSIP is \$4,623,645.14. Table A provides details of the direct costs associated with VERA and VSIP, while Table B illustrates how the OARM will maintain budget neutrality.

The following table shows how the OARM will maintain budget neutrality by implementing a date of January 10, 2015 by which all VERA/VSIP applicants must be separated.

Table A - Direct Costs for VERA/VSIP	
Targeted Employees (See details in Attachment 4)	
107 Targeted Positions for VSIP x \$25,000	\$2,675,000.00
107 Targeted Positions for VERA, Optional Retirement or Resignation (\$61.53* per hr. x 296**) 45 - Leave Payout	\$1,948,645.14
Total Maximum Direct Cost	\$4,623,645.14
<i>*Payroll estimated on a GS 13 Step 5 with 26% included for loaded cost in Washington, DC</i>	
<i>**Maximum Leave Hours Possible</i>	

Table B - VERA/VSIP Savings	
Targeted Employees (See details in Attachment 4)	
FY 15 Estimated Payroll* for Targeted Positions (107)	\$13,740,045.48
FY 15 Estimated Payroll for Targeted Positions through January 10, 2015** (107)	\$3,435,011.37
Maximum Direct Cost of OARM VERA/VSIP	\$4,623,645.14
Anticipated Savings	\$5,681,388.97
<i>*Payroll estimated on a GS 13 Step 5 with 26% included for loaded cost in Washington, DC</i>	
<i>**All VERA/VSIP Applicants must be seperated by January 10, 2015</i>	

If the organization is under a Continuing Spending Resolution (CR), the OARM will comply with all applicable funding restrictions to pay for VSIP and annual leave payouts, if the VSIP is approved. If necessary, our rehiring plans may be adjusted to insure we expend only those resources allocated for use in FY 15.

The final table shows a projection of anticipated savings over the next three fiscal years. The OARM will offer a max of **107** VERA/VSIP slots to reshape its workforce. As a part of the organizational reshaping, The OARM anticipates hiring a **max** of **95** new positions. The number of new hires will be directly affected by the number of VERA/VSIP's accepted.

Table C - Projected Savings for FY 15 through FY 17			
	Estimated FY 14 Savings	Estimated FY 15 Savings	Estimated FY 16 Savings
A. Payroll Cost for 107 VERA/VSIP Positions*	\$13,740,045.48	\$0.00	\$0.00
A. VSIP Cost (107 Offers)	\$2,675,000.00	\$0.00	\$0.00
B. Leave Payout (107 Offers)	\$1,948,645.14	\$0.00	\$0.00
C. Anticipated Payroll Savings from VERA/VSIP**	\$5,681,388.97	\$14,014,846.39	\$14,295,143.32
D. Payroll for 95 New Hires***	\$4,406,589.18	\$8,989,441.93	\$9,169,230.77
Anticipated Savings	\$1,274,799.79	\$5,025,404.46	\$5,125,912.55

*Payroll estimated on a GS 14 Step 5 with 26% included for loaded cost in Washington, DC
**All VERA/VSIP Applicants must be seperated by January 10, 2015
***The 95 New Hires will not start before April 1, 2015 and are made up of 12 GS-14, 9 GS-13, 40 GS-12, 12 GS-11 20 GS-9, 2 GS-7

The table clearly shows that the OARM will realize significant savings even if the max of 95 positions is filled. This is due to an overall reduction in staff as well as a mix of entry level hiring to satisfy the new organization’s needs.

V. Combined Request for Voluntary Separation Incentive Payments (VSIP) and Voluntary Early Retirement Authority (VERA)

1. Explain the workforce situation the organization needs to address through VSIP and VERA that would otherwise require involuntary personnel actions, e.g., delaying, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping

This VERA/VSIP request is intended to allow the OARM to:

- Realign organizational and personnel activities from general support services to essential programmatic functions required for meeting agency strategic goals, as well as new and expanded agency priorities and federal environmental and programmatic mandates.
- Address the changing regulatory and technical requirements of the grants management field by opening up a few vacancies to attract new talent with these skills.
- Optimize the OAM by moving resources from the auditing and accounting staff to assist in the formation of the Center of Expertise and strategic sourcing.
- Handle an increased workload in policy and labor and employee relations.
- Reshape its facility support staffs to include new skills sets such as engineers with the skills necessary to meet many of the agency’s federal energy and space requirements.

The OARM programmatic responsibilities have evolved and expanded significantly over the past few years in response to a significant number of new and revised federal statutes, directives and executive orders. Additionally, the OARM needs to leverage and optimize new and improved technological advancements to address the challenges and complexities of the federal government in the 21st Century. These requirements, together with agency budgetary reductions,

are driving the organization to restructure to enable better focusing on agency priorities and to become more efficient and effective. The loss of significant extramural funding has impeded the OARM's ability to obtain contractor expertise and placed a greater emphasis on federal staff having the requisite technological skills, such as using computer-aided design and drafting software. The current workforce demographics reflect an imbalance in necessary competencies and capabilities, and reduced agency payroll and FTE ceilings have also prevented the OA from being able to recruit additional staff in needed programmatic job series.

The VERA and VSIP will be offered to employees at the GS-05 through GS-15 levels. Through attrition gained by VERA and VSIP, the OARM will have the opportunity to reassign the most complex work to existing higher graded positions in order to concentrate this work into fewer positions. The less complex work will be restructured into lower-graded positions to enable the OARM to begin its workforce succession planning by hiring staff with key skills. Reshaping will occur, in part, through consolidation or reduction of some, but not all, non-supervisory positions at higher grade levels. This shift will allow the OARM to recruit entry-level candidates with stronger skills that have been outlined in the "Reshaping the Workforce" section. While some non-supervisory higher graded positions will remain, this process will create a more grade-level balanced workforce in OARM.

2. Identify the end date for separations under VSIP and VERA.

The end date for the authorities is January 31, 2015, with the expectation that most employees will separate on or before January 9, 2015.

3. Identify the specific positions and functions to be reduced or eliminated by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position, such as skills and knowledge gaps.

See Attachment 3

4. Describe the categories of employees who will be offered VSIP by organizational unit, geographical location, occupational category, grade level, and any other factors related to the position such as skills or knowledge gaps, or retirement eligibility.

See Attachment 3

5. Identify the number of VSIPs to be paid and the maximum amount of each VSIP (up to \$25,000).

The maximum number of VSIP to be offered is 107.
The maximum amount that will be paid is \$25,000 each.

The separation incentive payment will be based upon the standard severance pay calculation. Therefore, the amount of the separation incentive (buyout) will be an amount equal to the lesser of the employee's calculated severance pay entitlement or \$25,000.

6. Describe how the organization will operate without the eliminated positions and functions identified in number 1.

The OARM will not be reducing the size of its staff greatly through VERA/VSIP, rather it hopes to use this tool as an opportunity to shift resources to crucial programmatic areas such as grants, contracts, and human resources. The administrative functions that are being shed will be consolidated internally and some work will be outsourced, such as printing. In turn, the OARM will be able to shift its focus to its core mission and provide a greater level of service to the agency. This will be accomplished through the OAM's Centers of Expertise, strategic sourcing, OHR's transition towards a human capital/strategic partner model and the roll out of new space standards throughout the agency from the OA. The net effect of these actions will result in a higher-performing organization without the current significant competency gaps that is better able to meet all of its environmental and programmatic mandates with a smaller number of positions and at a lower payroll cost.

Following the VERA and VSIP separations, a significant number of experienced employees with adequate institutional knowledge will remain and be able to assume additional work in all of the necessary program areas. Upon approval of this proposal, the OARM will immediately begin to plan for the new position recruitments by preparing the necessary paperwork. In some cases, the duties of the vacated positions will be reassigned to other employees with the qualifications to perform the work, and the OARM will complete the necessary internal reassignments and temporary details. Remaining senior staff will be able to continue providing guidance so that the agency's critical work activities are maintained. Agency stakeholders will be informed of the ongoing restructuring and provided information for continued services during the transition. The OARM's senior managers will ensure that the highest priority work will continue with minimal disruption to its mission so that much of the reshaping will be transparent to most of the agency.

7. Provide a proposed organization chart showing the expected changes to the organization's structure after completing the VSIP plan.

See Attachment 1

8. If requesting, or will request, VERA, describe how that authority will be used in conjunction with VSIP.

The OARM has 175 employees eligible for regular retirement and 174 eligible for early retirement through VERA. The VSIP authority presents an attractive enticement to those employees who will realize a reduced annuity from retiring early through VERA. Therefore, the combination of optional and early retirement eligible employees will result in the maximum number of departures, which is important to the OARM to reshape its organization as has been laid out within this package. The VSIP can further increase the potential departure group by providing a separation incentive to employees who have more than three years of status and hence could elect to depart to pursue other career opportunities.

Hence, the combination of VERA and VSIP provides the greatest likelihood of the OARM achieving the necessary reshaping and restructuring of its workforce.

9. If offering VSIPs under another statutory authority, describe how VSIPs are being used under that authority.

Not applicable.

10. Provide the anticipated effective date of the substantial delayering, reorganization, reduction in force, transfer of function, or other workforce restructuring or reshaping described in number 1.

March 30, 2015

11. Provide the total number of permanent employees in the agency or covered component(s).

The number is 743.

12. Provide the total number of permanent employees in the agency or covered component(s) who are expected to be involuntarily separated, downgraded, transferred, or reassigned as a result of the reason(s) in number 1.

Fifteen (15)

13. Provide the total number of employees in the agency or covered component(s) who are eligible for voluntary early retirement. (Do not include employees eligible for optional retirement.)

The number is 174

14. Provide an estimate of the number of employees in the agency or covered component(s) who are expected to take voluntary early retirement.

The number is 30.

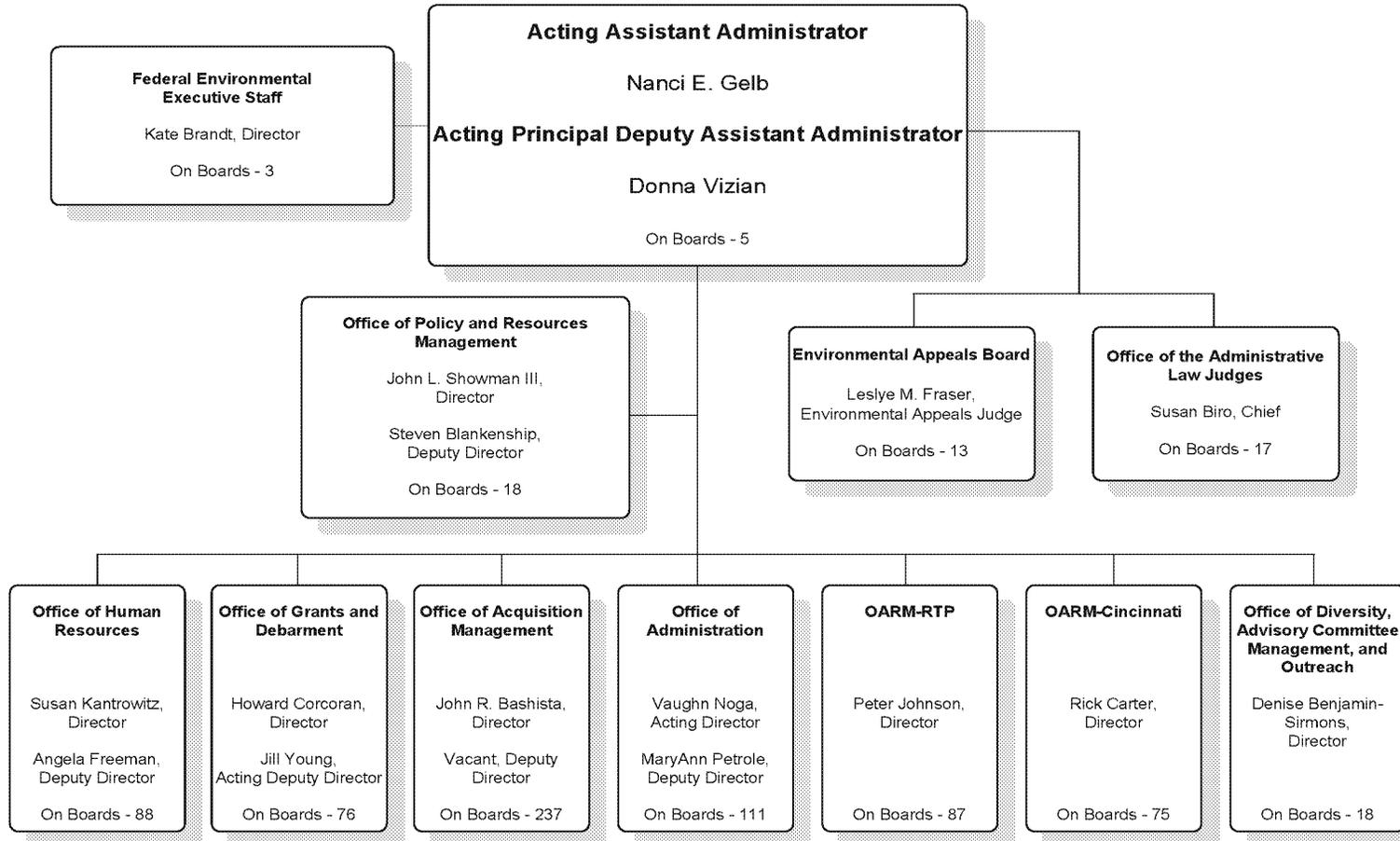
15. Describe the types of personnel actions anticipated as a result of the reason(s) in number 1 (e.g., reassignments, downgrades, separations) that would occur without VERA.

The types of personnel actions include:

- Directed reassignments
- Competitive details
- Voluntary separations and retirements
- Abolishment of some positions
- Reclassification and restructuring of some positions
- Internal and external competitive recruitments

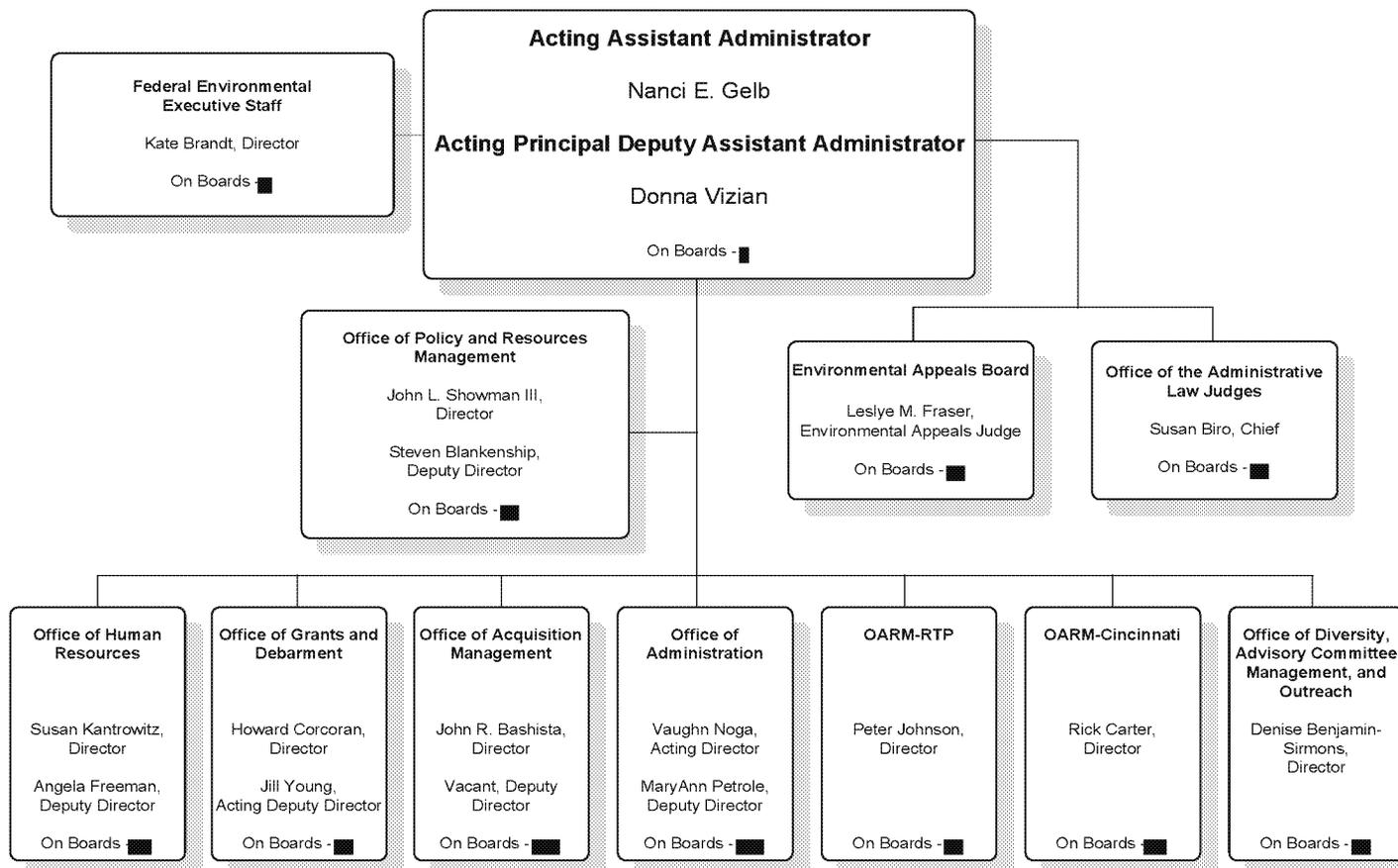
Attachment 1: Current Organizational Chart

Office of Administration and Resources Management Before



Attachment 2: New Organizational Chart

Office of Administration and Resources Management After



Attachment 3: Targeted Positions, Offered Positions, and Rehires by Office, Series, and Grade (All positions located in Washington, DC but positions in OARM-Cin and OARM-RTP. All rehires represent the FPL of that position, but the OARM will hire at the entry level where possible)

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires
Office of Administration and Resources Management IO/Office of Policy and Resources Management	0301	GS-13	Ex. 6 - Personal Privacy		
	Miscellaneous Admin & Program	GS-12			
	0341				
	Administrative Officer	GS-12			
	Total		4	4	
	0343	GS-15	Ex. 6 - Personal Privacy		
	Management and Program	GS-13			4
		GS-12			4
	Total		4	4	8
	Total (OPRM/IO)		8	8	8

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires
Office of Administration (OA)	0018 Safety & Occupational Health Manager	GS-15	Ex. 6 - Personal Privacy		
		GS-14			
		GS-13			
		GS-09			1
	Total		4	2	1
	0028 Environmental Protection Specialist	GS-12			1
		GS-11			1
		GS-09			2
	Total				4
	0080 Security Specialist	GS-15	Ex. 6 - Personal Privacy		
		GS-14			
		GS-13			
	GS-09		1		
Total		13	3	1	
	0110 Economist	GS-09			1
		Total			1
	0301 Miscellaneous Admin & Program	GS-15	Ex. 6 - Personal Privacy		
		GS-13			
		GS-12			
Total		3	2		
	0340 Program Manager	GS-15	Ex. 6 - Personal Privacy		
		Total			
	0341 Administrative Officer	GS-11	Ex. 6 - Personal Privacy		
		Total			
	0342 Support Services Specialist	GS-14	Ex. 6 - Personal Privacy		
		GS-13			
		GS-12			
Total		10	9		

	0343 Management and Program Analyst	GS-15	Ex. 6 - Personal Privacy		
		GS-14			
		GS-13			
		GS-12		1	
		GS-11		2	
		GS-09		6	
	Total		23	10	9
	0350 Copy Equipment Operator	GS-04	Ex. 6 - Personal Privacy		
				Total	
	0351 Printing Clerk	GS-05			
				Total	
	0690 Industrial Hygienist	GS-13			1
		GS-11			1
	Total			2	
	0803 Safety Engineer	GS-09		1	
			Total		1
	0819 Environmental Engineer	GS-12		3	
			Total		3
	0808 Architect	GS-14	Ex. 6 - Personal Privacy		
				Total	
	0830 Mechanical Engineer	GS-14			
		GS-12		1	
		GS-11		1	
	Total			4	1
	0850 Electrical Engineer	GS-11		2	
			Total		2
	1082 Writer/Editor	GS-11		1	
			Total		1

	1103				
	Industrial Property Management	GS-09			1
	Total				1
	1170				
		GS-14	Ex. 6 - Personal Privacy		
	Realty Specialist	GS-09			1
	Total		2	1	1
	1176	GS-12			1
		GS-11			1
	Building Manager	GS-09			1
	Total				3
	1654				
	Printing Officer	GS-14	Ex. 6 - Personal Privacy		
	Total				
	1640				
	Facility Management Specialist	GS-09			1
	Total				1
	2000				
	Supply Inventory Management	GS-9			2
	Total				2

Total (OA)

69

35

35

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires	
Office of Acquisition Management (OAM)	0301	GS-12	Ex. 6 - Personal Privacy			
	Miscellaneous Admin & Program	GS-09				
	0306	GS-12				
	FOIA Specialist					
	0318	GS-09				
	Secretary (Office Automation)	GS-07				
	0341	GS-12				
	Administrative Officer	GS-11				
	0343	GS-15				
	Management and Program Analyst	GS-14				
		GS-13				
	Total				20	5
		0511		GS-13	Ex. 6 - Personal Privacy	
	Auditor	GS-12				
Total				5	2	
	1101	GS-12			3	
	General Business Analyst					
Total					3	
	1102	GS-13			6	
	Contract Specialist					
Total					6	
	1102	GS-15	Ex. 6 - Personal Privacy			
	Procurement Analyst	GS-14				
		GS-13				
Total				22	10	
	1106	GS-07				
	Procurement Technician					
Total						
	2210	GS-13				
	IT Specialist (Non Info Sec)					
Total						
Total (OAM)				53	21	
					9	

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires
Office of Diversity, Advisory Committee Management and Outreach (ODACMO)	0301	GS-11	Ex. 6 - Personal Privacy		
	Miscellaneous Admin & Program				
Total			1	1	
	0343	GS-12	Ex. 6 - Personal Privacy		2
	Management and Program				
Total					2
Total (ODACMO)			2	2	2

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires
Office of Grants and Debarment (OGD)	0303	GS-08	Ex. 6 - Personal Privacy		
	Miscellaneous Clerk and Assistant				
	Total				
	0343 Management and Program Analyst	GS-11			2
	Total				2
	0510 Accountant	GS-09			1
	Total				1
	1109	GS-14	Ex. 6 - Personal Privacy		
	Grants Management Specialist	GS-13			
		GS-12			
	Total		26	7	
	1801	GS-09			2
	Suspension and Debarment Program Investigator	GS-07			2
	Total				4
	2210 IT Specialist	GS-09			1
	Total				1
	Total (OGD)		27	8	8

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires		
Office of Human Resources (OHR)	0201	GS-15	Ex. 6 - Personal Privacy				
	Human Resources	GS-14				6	
		GS-12				2	
Total						8	
	0301	GS-15			Ex. 6 - Personal Privacy		
	Miscellaneous Admin & Program						
Total							
	0303	GS-06					
	0318	GS-06	Ex. 6 - Personal Privacy				
	Secretary (Office Automation)						
	0326	GS-04					
	Office Automation						
	0344	GS-07	Total	4	4		
	Management and Program Assistant						
	0343	GS-15	Ex. 6 - Personal Privacy				
	Management and Program Analyst	GS-14					
		GS-13					
Total			16	7			
	0905	GS-14					
	Attorney Advisor				2		
Total					2		
	1750	GS-14					
	Instructional Systems Specialist				3		
Total					3		
	Total (OHR)		22	13	13		

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VSIPs to be Offered	Rehires
OARM-Cincinnati	0201	GS-14	Ex. 6 - Personal Privacy		
	Human Resources Specialist	GS-12			2
	Total				1
	0303	GS-07			
	Administrative Assistant				1
	Total				1
	0318	GS-09	Ex. 6 - Personal Privacy		
	Secretary (Office Automation)				
	Total				
	0343	GS-13			
	Management and Program Analyst	GS-12			
	Total				5
	0801	GS-13	Ex. 6 - Personal Privacy		
	General Engineer	GS-12			
	Total				3
	0830	GS-13	Ex. 6 - Personal Privacy		
	Mechanical Engineer				
	Total				
	1654	GS-13	Ex. 6 - Personal Privacy		
	Printing Specialist				
	Total				
	2000	GS-12			1
	Supply Inventory Management	GS-9			1
	Total				2
	2210	GS-12			
	IT Specialist (Non Info Sec)				3
	Total				3
	Total (OARM-Cin)		12	8	8

Office	Title/Series	Grade	Number of Positions Targeted	Maximum Number of VERA/VISPs to be Offered	Rehires
OARM-RTP	0028 Environmental Protection Specialist	GS-12			1
	Total				1
	0201 Human Resources Specialist	GS-12	Ex. 6 - Personal Privacy		2
	Total				2
	0301 Miscellaneous Admin & Program	GS-14			
		GS-13			
	Total		2	2	
	303 Miscellaneous Clerk and	GS-04	Ex. 6 - Personal Privacy		
	Total				
	0343 Management and Program Analyst	GS-15			
		GS-13			
	Total		2	2	
	0801 General Engineer	GS-14	Ex. 6 - Personal Privacy		
		GS-13			
	Total		2	2	
	0830 Mechanical Engineer	GS-14			1
		GS-12			1
	Total				2
	0850 Electrical Engineer	GS-12			1
	Total				1
	1640 Facility Management Specialist	GS-12			5
	Total				5
	2010 Inventory Management Specialist	GS-13	Ex. 6 - Personal Privacy		
		GS-09			
	Total		2	2	
	2210 IT Specialist (Non Info Sec)	GS-13	Ex. 6 - Personal Privacy		1
	Total				1
	Total (OARM-RTP)		15	12	12

Message

From: Gray, Linda [gray.linda@epa.gov]
Sent: 7/7/2017 9:54:01 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Re: VERA/VSIP status update

Back at it on Monday! Great job! Have a nice weekend.

Sent from my iPhone

On Jul 7, 2017, at 5:36 PM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Hello to All-

Sadly, at this point we do not have formal approval of our package. (I must have jinxed it yesterday. Womp womp!) We do have OMB's formal concurrence (just received!) and OPM's commitment to prepare the package for signature first thing Monday though, so stay tuned and have a great weekend!
☺ Debbi

Ex. 5 - Deliberative Process

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Hitchens, Lynnann [hitchens.lynnann@epa.gov]
Sent: 6/6/2017 9:45:10 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Parker, Gary [parker.gary@epa.gov]; Lemley, Lauren [Lemley.Lauren@epa.gov]; Hardy, Michael [Hardy.Michael@epa.gov]; Jablonski, Janice [jablonski.janice@epa.gov]; Showman, John [Showman.John@epa.gov]; Vizian, Donna [Vizian.Donna@epa.gov]
Subject: OARM V/V Business Case
Attachments: OARM business case 6-6-17 ll.docx; OARM business case 6-6-17 FINAL.docx; Copy of OARM Targeted Position Template 6.6.2017 .xlsx

Loretta – Attached is the revised business case addressing your comments in Track Changes. I have also included a clean version of the business case with all changes accepted and comments removed. (OARM business case 6 6 2017 FINAL.docx)

Also attached is the budget information and Excel template, per the original request.

I want to draw your attention to two additional changes that require your review and approval:

- We added **Ex. 5 - Deliberative Process**
- We added **Ex. 5 - Deliberative Process**

I will be out of the office until Tuesday, please let Lauren, Michael or Jan know if you need anything further from OARM.

Thanks for all of your help,

Lynnann

Lynnann Hitchens
Acting Director, Office of Resources, Operations and Management
Office of Administration and Resources Management
P: 202-564-3184
M: Ex. 6 - Personal Privacy

From: Hunt, Loretta
Sent: Friday, June 02, 2017 1:11 PM
To: Hitchens, Lynnann <hitchens.lynnann@epa.gov>; Lemley, Lauren <Lemley.Lauren@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Subject: OARM V/V Business Case
Importance: High

Please see my comments in the attached document and revise accordingly. Also, has OARM provided budget information? If you have any questions, please contact me.

Message

Sent: 7/14/2017 2:29:07 PM
To: Helm, Arron [Helm.Arron@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: VERA VSIP Applications Received

LOL—wow1 I'm guessing just under 400

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Helm, Arron
Sent: Friday, July 14, 2017 10:19 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: Re: VERA VSIP Applications Received

635 applicants is my guess.

Sent from my iPhone

On Jul 14, 2017, at 9:43 AM, Hart, Debbi <Hart.Debbi@epa.gov> wrote:

Thanks—not bad for day 1 I guess. What is your estimate for what our total will be? I'm doing an informal poll!

From: Helm, Arron
Sent: Thursday, July 13, 2017 7:49 PM
To: Hunt, Loretta <Hunt.Loretta@epa.gov>; Hart, Debbi <Hart.Debbi@epa.gov>
Subject: Fwd: VERA VSIP Applications Received

FYI. Today's count.

Sent from my iPhone

Begin forwarded message:

From: "Helm, Arron" <Helm.Arron@epa.gov>
Date: July 13, 2017 at 4:16:42 PM EDT
To: "Vizian, Donna" <Vizian.Donna@epa.gov>, "Showman, John" <[Showman.John@epa.gov](mailto>Showman.John@epa.gov)>, "Carter, Rick" <Carter.Rick@epa.gov>
Subject: Fwd: VERA VSIP Applications Received

See below.
Sent from my iPhone

Begin forwarded message:

From: "Martinson, Alice" <Martinson.Alice@epa.gov>
Date: July 13, 2017 at 4:04:38 PM EDT
To: "Helm, Arron" <Helm.Arron@epa.gov>, "Collins, BJ" <Collins.BJ@epa.gov>, "Carter, Rick" <Carter.Rick@epa.gov>, "Atkinson, Ryan" <Atkinson.Ryan@epa.gov>, "Taylor, Jeremy" <Taylor.Jeremy@epa.gov>, "Bonner, Jerome" <Bonner.Jerome@epa.gov>, "Engebretson, Lizabeth" <Engebretson.Lizabeth@epa.gov>
Cc: "Mairose, Sue" <Mairose.Sue@epa.gov>, "Davis, Cathy" <Davis.Cathy@epa.gov>, "Jimenez, Elaine" <Jimenez.Elaine@epa.gov>
Subject: VERA VSIP Applications Received

As of 4:00 this afternoon, 278 VERA/VSIP applications have been received agency-wide.

Below is the breakdown by Program/Region.

Program or Region	Total
AO	7
OAR	2
OARM	17
OCFO	13
OCSP	10
OECA	32
OEI	10
OGC	1
OITA	2
ORD	23
OW	14
Region 1	18
Region 10	2
Region 2	7
Region 3	28
Region 4	17
Region 5	16
Region 6	23
Region 7	27
Region 8	2
Region 9	7
	Total:
	278

For comparison, here's what we received in the first few days of the past 2 VERA/VSIP windows:

Application Period	Day 1	Day 2	Day 3	% of Tot
October 2014	33	100	36	
February 2014	237	65	27	

~ Alice

Alice Martinson
Acting Section Chief, RTP-SSC
U.S. Environmental Protection Agency
OARM/HRMD-RTP (MD-C639-02)
Research Triangle Park, NC 27711
voice: 919-541-5420
fax: 919-541-1360

<image001.jpg>

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DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
June 28, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communication to NPMs/Regions that can be populated with final, office-specific VERA/VSIP information; letters can be sent to employees AFTER approval is received	7/6/17
OPM/OMB approval	7/7/17
Notify unions of approval and office-specific communications released	7/10/17
AAs/RAs send VERA/VSIP eligibility letters to employees	7/10/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Message

From: Hunt, Loretta [Hunt.Loretta@epa.gov]
Sent: 6/22/2017 2:22:00 PM
To: Helm, Arron [Helm.Arron@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Highly Confidential Request

Arron,

I see one Ex. 5 - Deliberative Process out of Dallas, Tx. They did not identify the office or agency title, only that R6 was targeting the position to reduce highly graded non-supervisory positions.

Loretta L. Hunt
Branch Chief
Policy and Accountability Branch
Policy, Planning and Training Division
Office of Human Resources
U.S. EPA
Phone: (202) 564-6963
Email: hunt.loretta@epa.gov

From: Helm, Arron
Sent: Thursday, June 22, 2017 8:58 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: Highly Confidential Request

Debbi/Loretta – I have been asked to work on a sensitive matter that involves Region 6. I need to know if the following position was included in their covered VERA/VSIP proposal:

Ex. 5 - Deliberative Process - 0343 – Management and Program Analyst in the Management Division Ex. 5 - Deliberative Process
Ex. 5 - Deliberative Process – function title is Ex. 5 - Deliberative Process

Please let me know if you can assist in obtaining this information (please do not discuss with anyone else).

Arron E. Helm
Director
Office of Administration and Resources Management
Research Triangle Park
(919) 541-4252



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Message

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 6/15/2017 8:58:00 PM
To: Kuhns, Jason [Kuhns.Jason@epa.gov]; Parker, Gary [parker.gary@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: VERA VSIP Roll Up by Appropriations

THX. Tomorrow can you please provide me with an updated appropriations chart with the [] number?

And after we get ORD's updates this evening, can you send the new, FINAL targeted positions template? (Which is what we will submit to OPM/OMB tomorrow). Merci!

From: Kuhns, Jason
Sent: Thursday, June 15, 2017 11:39 AM
To: Hart, Debbi <Hart.Debbi@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: RE: VERA VSIP Roll Up by Appropriations

The number is 1228.

Total permanent agency employees as listed in the roll up is 14793 (this was to do the % of agency employees), without OIG the number is 14524.

Total agency employees eligible for early retirement is [] (this excludes OIG employees).

Thanks,

Jason Kuhns
U.S. Environmental Protection Agency
Office of Human Resources
202-564-3236
kuhns.jason@epa.gov

From: Hart, Debbi
Sent: Thursday, June 15, 2017 11:32 AM
To: Kuhns, Jason <Kuhns.Jason@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: FW: VERA VSIP Roll Up by Appropriations

I think this is what I sent to Carol Terris. Is our number [] or []?

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Parker, Gary

Sent: Friday, June 09, 2017 12:46 PM

To: Hart, Debbi <Hart.Debbi@epa.gov>

Cc: Kuhns, Jason <Kuhns.Jason@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Schulman, Marvin <Schulman.Marvin@epa.gov>; McNeal, Detha <McNeal.Detha@epa.gov>

Subject: VERA VSIP Roll Up by Appropriations

Debbi,

Attached please find our roll up numbers by appropriation and themes.

R,

Gary

Mr. Gary Parker

Branch Chief, Workforce Planning

USEPA/OARM/OHR

(O) 202-564-7421

(M) Ex. 6 - Personal Privacy

Message

From: Coomber, Robert [coomber.robert@epa.gov]
Sent: 6/20/2017 2:14:41 PM
To: Hunt, Loretta [Hunt.Loretta@epa.gov]
CC: Hart, Debbi [Hart.Debbi@epa.gov]; Corbett, Krysti [Corbett.Krysti@epa.gov]
Subject: MOU for VERA/VSIP
Attachments: EPA VERA VSIP MOU - 06-20-17.docx

Hey Loretta,

Attached is a proposed Memo for the Unions to address VERA/VSIP. This is almost the exact same as we proposed during the last go around, but it could change as a result of negotiations. Let me know if it is still ok, given our compressed timeline (especially paragraphs 5, 8, 9, 15,).

Best,

Bob

Robert D. Coomber
Senior Labor Attorney
Labor and Employee Relations Division
Desk Phone: (202) 564-0955
Cell Phone: Ex. 6 - Personal Privacy
coomber.robert@epa.gov

Message

From: Showman, John [Showman.John@epa.gov]
Sent: 7/14/2017 10:06:02 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: Fwd: VERA VSIP Applications Received

Sent from my iPhone

Begin forwarded message:

From: "Helm, Arron" <Helm.Arron@epa.gov>
Date: July 14, 2017 at 4:21:13 PM EDT
To: "Vizian, Donna" <Vizian.Donna@epa.gov>, "Showman, John" <Showman.John@epa.gov>, "Carter, Rick" <Carter.Rick@epa.gov>, "Hart, Debbi" <Hart.Debbi@epa.gov>, "Hunt, Loretta" <Hunt.Loretta@epa.gov>
Subject: Fwd: VERA VSIP Applications Received

Sent from my iPhone

Begin forwarded message:

From: "Martinson, Alice" <Martinson.Alice@epa.gov>
Date: July 14, 2017 at 4:17:58 PM EDT
To: "Helm, Arron" <Helm.Arron@epa.gov>, "Collins, BJ" <Collins.BJ@epa.gov>, "Carter, Rick" <Carter.Rick@epa.gov>, "Atkinson, Ryan" <Atkinson.Ryan@epa.gov>, "Taylor, Jeremy" <Taylor.Jeremy@epa.gov>, "Bonner, Jerome" <Bonner.Jerome@epa.gov>, "Engebretson, Lizabeth" <Engebretson.Lizabeth@epa.gov>
Cc: "Mairose, Sue" <Mairose.Sue@epa.gov>, "Davis, Cathy" <Davis.Cathy@epa.gov>, "Jimenez, Elaine" <Jimenez.Elaine@epa.gov>, "Ashley, Cheryl" <Ashley.Cheryl@epa.gov>, "Scribber, Alison" <scribber.alison@epa.gov>
Subject: VERA VSIP Applications Received

As of 4:15 this afternoon, 347 VERA/VSIP applications have been received agency-wide. Below is the breakdown by SSC and then by Program/Region.

Please note that we have received some duplicates and are working to eliminate those as we identify them.

HR Shared Service Center	Total
Cincinnati	156
ERD	3
Las Vegas	36

HR Shared Service Center	Total
RTP	152
	Total:
	347

Program or Region	Total
AO	11
OAR	2
OARM	23
OCFO	15
OCSP	11
OECA	40
OEI	13
OGC	1
OITA	3
OLEM	10
ORD	25
OW	19
Region 1	18
Region 10	3
Region 2	6
Region 3	35
Region 4	18

Program or Region	Total
Region 5	20
Region 6	30
Region 7	31
Region 8	3
Region 9	10
	Total:
	347

~ Alice

Alice Martinson
Acting Section Chief, RTP-SSC
U.S. Environmental Protection Agency
OARM/HRMD-RTP (MD-C639-02)
Research Triangle Park, NC 27711
voice: 919-541-5420
fax: 919-541-1360



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DRAFT
VERA/VSIP Schedule for SSC Actions
(Pending final agreement with the unions and OPM/OMB approval of requests)
July 6, 2017

Action	Estimated Completion Date
Notify employees of agency's plan to offer V/V/Notify union	✓ 6/2/17
Provide draft request to OPM/OMB	✓ 6/16/17
Notify unions of V/V submission	✓ 6/20/17
Provide tentative, office-specific VERA/VSIP information to employees (template communication)/ Optional AA/RA-level Meetings with employees	✓ 6/20/17
Provide template communications (general notification for office and notice to employees in targeted positions) to NPMs/Regions; office-specific communications can be sent to employees AFTER approval is received	7/6/17
OPM/OMB approval	7/7/17
Notify unions of approval	7/7/17
Agreement with unions	7/10/17
AAs/RAs send general notification and notice to employees in targeted positions	7/10/17
VERA/VSIP Application Window Open	7/12/17-7/26/17
SSCs send eligibility lists to RHRO/PMOs	7/28/17
Responses due back to SSC from RHRO/PMOs	7/31/17
Employee Selected/Non-selected Letters Sent	8/2/17
RHRO/PMOs ensure VSIP/Retirement FPPS actions are initiated/authorized with correct accounting; separation and records management responsibilities completed	8/2/17-9/2/17
HR SSCs evaluate the wait list and send new offers as appropriate	8/18/17
Last date for organizations to request a late separation date for an employee (must be approved by OARM)	8/18/17
Last date for employees who applied for and were selected to be offered a V/V, to decline their VERA/VSIP	8/31/17
Last effective date for employee separations	9/2/17

Message

From: Parker, Gary [parker.gary@epa.gov]
Sent: 6/8/2017 5:25:40 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]; Schulman, Marvin [Schulman.Marvin@epa.gov]
CC: Hunt, Loretta [Hunt.Loretta@epa.gov]
Subject: RE: Status Update: VERA/VSIP

Debbi,

My edits/comments in color. For your consideration.

- The V/V team completed its review of the 22 packages submitted by regions and program offices; business cases are sound and targeted position templates are being rolled up into an agency level spreadsheet.
- We await final submissions for a few offices that required minor adjustments. Do we need this at all? Will this enable other offices to tweak?
- We began an agency level business case and are analyzing the potential cross-cutting impacts.
- We expect to share the draft business case informally with OPM/OMB next week.
- We are drafting a number of communications and talking points to share with offices in the near future.
- We continue to update our Early Out/Buyout [website](#) so that employees have all relevant V/V information in one location.
- Weekly meetings with the SSCs and LER are occurring to coordinate union negotiations and ensure a smooth transition from business case acceptance to implementation.

Mr. Gary Parker
Branch Chief, Workforce Planning
USEPA/OARM/OHR
(O) 202-564-7421
(M) Ex. 6 - Personal Privacy

From: Hart, Debbi
Sent: Thursday, June 08, 2017 12:51 PM
To: Schulman, Marvin <Schulman.Marvin@epa.gov>; Parker, Gary <parker.gary@epa.gov>
Cc: Hunt, Loretta <Hunt.Loretta@epa.gov>
Subject: Status Update: VERA/VSIP
Importance: High

Anything I'm missing or I've misstated? Read carefully bc this may got out broadly. THX!

Hello-

FYI-- Here's a quick update.

- The V/V team completed its review of the 22 packages submitted by regions and program offices; business cases are sound and targeted position templates are being rolled up into an agency level spreadsheet.
- We await final submissions for a few offices that required minor adjustments.
- We began populating the framework for the agency level business case and are analyzing potential agency level cross-cutting impacts.
- We expect to share the draft business case informally with OPM/OMB next week.
- We are drafting a number of communications and talking points to share with offices in the near future.
- We continue to update our Early Out/Buyout website so that employees have all relevant V/V information in one location.

- Weekly meetings with the SSCs and LER are occurring to coordinate union negotiations and ensure a smooth transition from business case acceptance to implementation.

Thanks to all for your support past and as we move forward!

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

From: Hart, Debbi [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=62AFB40F2BF1484D933F2CE207EB20E7-HART, DEBRA]
Sent: 7/7/2017 5:56:20 PM
To: Marvin Schulman [Schulman.Marvin@epa.gov]
Subject: Can you please review?--

Questions from OMB on EPA's 2017 VERA/VSIP Proposal

- Please revise tables for consistency for costs/benefits related to the following areas. See specific inconsistency examples in Appendix A.
 - What fiscal year VERA/VSIP Payout Costs and Leave Payout Costs appear (FY18, FY17, or not at all in the table)
 - Whether restructured positions are accounted for in the estimated savings table as “payroll for new hires”
 - Whether the maximum number of offers is used to calculate costs/benefits or the expected number of acceptances (ORD is the only office to use the latter)

The EPA updated all cost tables according to OMB's request and provided a Summary of Agency-wide Costs and Savings in the Introduction to its updated business case.

- Where the business case proposes reassigning non-supervisory GS14/15s that remain after the buyouts into vacated supervisory positions, what plans does EPA have for equipping these individuals with the appropriate supervisory skills and experiences?

The EPA has a mandatory training curriculum for all new supervisors—the Successful Leaders Program. The SLP is a robust program recognized by OPM. It includes over 50 hours of classroom training, multiple online classes, coaching sessions and individualized assessments, all of which must be completed within the first year. Any employee reassigned into supervisory positions following our VERA/VSIP efforts would be required to enroll in the SLP.

- What is unique about the workforce composition in regions with multiple 100s of proposed buyouts versus those with under 50—shouldn't regional offices consist of roughly similar workforce configurations?

While each regional office performs similar work, some have unique programs that require additional resources (e.g., Region 5 manages the Great Lakes National Program Office). Thus some regional offices are larger than others and have greater capacity in terms of reaching their optimal efficiency/effectiveness. In addition, several regional offices realized significant efficiencies in previous VERA/VSIP efforts, resulting in fewer offers for the current effort.

Debbi Hart
Director
Policy, Planning & Training Division
OHR, OARM
USEPA
202.564.2011
hart.debbi@epa.gov

Message

From: Vizian, Donna [Vizian.Donna@epa.gov]
Sent: 6/5/2017 8:00:47 PM
To: Hart, Debbi [Hart.Debbi@epa.gov]
Subject: RE: Urgent V/V question

Talked with Benita. We will have OW's final decision tomorrow

From: Hart, Debbi
Sent: Monday, June 05, 2017 2:35 PM
To: Vizian, Donna <Vizian.Donna@epa.gov>
Subject: FW: Urgent V/V question

Alfredo just confirmed that OW has [redacted] in their targeted positions pool and the max offer is [redacted] But then he said it may be [redacted] max offer and that he would confirm...
Gary is updating his chart to show max offers.

From: Torrez, Alfredo
Sent: Monday, June 05, 2017 12:31 PM
To: Parker, Gary <parker.gary@epa.gov>
Cc: Hart, Debbi <Hart.Debbi@epa.gov>; Hunt, Loretta <Hunt.Loretta@epa.gov>; Stevens, Robert <Stevens.Robert@epa.gov>; Erickson, Amber <Erickson.Amber@epa.gov>
Subject: RE: Urgent V/V question

Gary,

The requested information is below. Let me know if you need additional information.

Name	Title	Series	Organization	Supervisory Duties
------	-------	--------	--------------	--------------------

Ex. 5 - Deliberative Process

Alfredo Torrez, Associate Director and
OW Program Management Official
Management and Operations Staff
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From: Parker, Gary
Sent: Monday, June 05, 2017 10:29 AM
To: [Torrez, Alfredo <Torrez.Alfredo@epa.gov>](mailto:Torrez.Alfredo@epa.gov)
Cc: [Hart, Debbi <Hart.Debbi@epa.gov>](mailto:Hart.Debbi@epa.gov); [Hunt, Loretta <Hunt.Loretta@epa.gov>](mailto:Hunt.Loretta@epa.gov)
Subject: Urgent V/V question

Alfredo,

Donna needs to know specifically which SL/ST positions OW has targeted within your V/V numbers. Can you provide details on the [redacted] targeted positions to include: job title, occ series, division/branch name, supervisor duties (Y/N).

R,
Gary

Mr. Gary Parker
Branch Chief, Workforce Planning
USEPA/OARM/OHR
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(M) [redacted] Ex. 6 - Personal Privacy

From: Vizian, Donna
Sent: Monday, June 05, 2017 9:45 AM
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Subject: V/V questions

Hi – can you tell me which SL/ST positions OW has targeted? thanks